



Republic of Rwanda



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Labour Force Survey

2017

Thematic Report

Gender

National Institute of Statistics of Rwanda



Republic of Rwanda



Labour Force Survey, Thematic Report on Gender

May 2019

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Foreword

Labour statistics play an essential role in the efforts of the country to achieve decent work for all. These statistics are needed for the development of policies towards this goal and for assessing progress towards decent work.

In the context of Rwanda's commitment to achieve its overarching objective set in vision 2020 of transforming Rwanda into a middle income country, and its medium term strategy, the first National strategy for transformation (NST1) sets out target of creating 214,000 off-farm jobs annually up to 2024 to speed up employment growth. At the same time, labour market indicators of the sustainable development goals are also to be monitored. To monitor progress towards these goals and targets, relevant, reliable, coherent, timely and accessible labour statistics have to be produced.

The National Institute of Statistics of Rwanda introduced the labour force survey (LFS) program to provide key stakeholders with needed labour statistics. In order to leave no one behind and achieving development for all, it requires formulation of policies that recognize among others the role of gender equality. Therefore, production and dissemination of timely and reliable sex-disaggregated/gender relevant data is extremely important to facilitate evidence based policies and decisions making that take into account women and men in the community.

It is from the above background that the National Institute of Statistics of Rwanda (NISR) in collaboration with the Ministry of Gender and Family Promotion (MIGEPROF) and the Gender Monitoring Office (GMO) with the technical support of UN Women through ONE UN embarked on establishing and strengthening a comprehensive Gender Statistics Framework (GSF) resulting in the production of gender thematic reports from main surveys among others. The aim of the framework is not only to encourage policy debates in particular around gender gaps but also provide quantitative evidences for planning, monitoring and evaluation of gender related programs.

The National Institute of Statistics of Rwanda invite policy makers, program managers, researchers and all users to play an important role in using the valuable data showcased in this gender thematic report from the labour force survey rounds to contribute to Rwandans' Economic development and in particular economic empowerment of women and girls, men and boys to achieve meaningful gender equality.



Yusuf MURANGWA,
Director General of NISR



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To all the above, we say thank you.

Abbreviations

ICLS	: International Conference of Labour Statisticians
ICSE	: International Standard Classification of Status in Employment
ILO	: International Labour Organisation
LFS	: Labour Force Survey
NEET	: Neither in Employment, nor in Education or Training
NGO	: Non-Governmental Organization
NISR	: National Institute of Statistics of Rwanda
NSDS	: National Strategy for the Development of Statistics
NSS	: National Statistics System
OWP	: Own Use Producers
TPR	: Tax Professional Revenue
SDG	: Sustainable Development Goals
SNA	: System of National Accounts

Executive Summary

Rwanda started conducting LFS twice a year since August 2016 to capture the seasonal variations of economic activities, i.e in February and in August. The main objective of the survey is to collect data on the size and characteristics of the labour force, employment, unemployment and other labour market characteristics of the population. The survey was also designed to measure different forms of work, in particular, own-use production work and other components of labour underutilization including time-related underemployment and potential labour force in line with the new international standards, adopted by the 19th International Conference of Labour Statisticians (ICLS) in 2013. Within the context of providing gender relevant data to ease the planning, monitoring and evaluations of programs aiming at addressing gender issues at national and decentralized levels, NISR is producing a standalone gender thematic report from the labour force survey conducted in 2017 to inform relevant institutions the gaps which are still there related to labour markets.

According to the new international standards, employment includes only persons working for pay or profit, excluding persons engaged wholly or mostly in subsistence foodstuff production. The effect of this is to lower the count of employment (according to the old definition) and to higher the count of unemployment because some of the subsistence foodstuff producers would be looking and available for work for pay or profit and thus be classified as unemployed.

The survey also collected data on certain particular labour-market related issues such as income from employment, workers with disabilities, etc.... The survey was designed as part of a regular survey programme to be conducted twice a year, in February and August of each year, using a rotation sample scheme with a sample size of 9,344 households per round, selected by means of a stratified two-stage probability design based on information from the Population and Housing Census 2012 updated at the second stage of sampling with fresh listing of the selected enumeration areas. The resulting estimates of the main labour force indicators at the national level have standard errors of about 1 percent.

The results in this gender thematic report are analyzed under eight chapters. The main highlights are described below.

Labour force participation rate

According to the survey results, at national level the labour force participation rate among female was lower by 18 percentage points than that of male (45% against 63% respectively), it was the highest in rural area by 18 percentage points (42% for female against 60% for male) while in urban area the difference was by 14 percentage points (58% for female against 72% for males).

Status in employment

The data show that there is a slight difference between female and male who were employed in dependent jobs as employees in favour of males. The percentage of female employed as employees is 69% against 71% among males. But, the percentage of female

employed in dependent jobs as contributing family workers (or in other words unpaid care workers) was 6 percentage points higher than among male (8% against 2%)

Branch of economic activity and occupations

Under the new international standards, agriculture employment includes only those who produce agriculture goods intended mainly for sale or barter. The findings from the survey show that agriculture employment was still predominant even under the new international standard with a higher proportion among female standing at 51% as well as among males but with a lesser extent (17 percentage points difference) accounting for 34%, followed secondly by the whole sale and retail trade (18%) and in third position the activities of households as employers of domestic personnel (9%), while for employed male it was the whole sale and retail trade with 14 % followed by the construction with 14 % respectively second and third economic activity branches.

Occupations

The occupation category with the highest proportion of female (61%) was elementary occupations involving the performance of simple and routine tasks compared to 51% among male, this is followed by services and sales workers accounting for 21% among female compared to 16%. Skilled agricultural, forestry and fishery workers occupations employ only 6% of female compared to 6% of male. These rates on agriculture occupations are very low because anyone is considered employed when he/she earns a salary or produce for markets. All foodstuff producers are excluded, which compose majority of those who are in agriculture worker.

Informal employment

The results of the survey show were about the same proportion of females and males population employed in informal sector (71%).

Unemployment

The unemployment rate stood at 17% and was higher among female than their male counterparts (19% against 16% respectively), and higher among young female aged 16-30 years old (25%) than among their young male counterparts (19%).

Labour underutilization

The unemployment rate is not the only indicator of the unmet needs for employment. Other indicators combine unemployment, time-related underemployment and potential labour force. The composite measure of labour underutilization closely follows the pattern of the unemployment rate though at a much higher level. The female rate of labour underutilization was 66% which is higher than the male rate 51%.

Income from employment

The average income from paid employment of female employees at main job was 41,748 Frws per month which is about 1.6 times lower compared to 69,289 Frws for male employee.

Gender wage gap

Women accounted for 45% of the labour force, mostly engaged as crop farm labourers, domestic cleaners and helpers, stall and market salespersons, and shopkeepers. Among employed persons with managerial positions, 36 % were women. The analysis of the survey data also showed that, after controlling for differences in characteristics of males and females as well the differences in their jobs, the results show that there is no significant gender pay gap in hourly earnings.

Participation in training programmes

In total an estimated 997,363 persons aged 16 years and above completed a trade or technical training course in the past with 45% among them being females and 55% being males. The most popular training course among female (in terms of number of participants) was tailoring with 285,251, followed in second position by hairdressing with 39,233 and thirdly by Crochet embroidery 35,150, while for male the most popular are masonry with 211,793, secondly followed by carpentry with 72,890 and thirdly Automotive body repair with 61,014 .

The evaluation of success or non-success of the training courses in terms of the benefits after the training, the survey results show that 53% of female and 74% of the graduates reported improvement in their life status after finishing the training course. These included 48% of male and only 18% of female who managed to get a job or were able to find a job following the training course and 30% of female and 20% of male who managed to start their own business. By contrast a considerable portion of female (47%) and male (26%) reported no particular improvement in their situation after completion of the training course.

Own-use producers

About 90% of the working age female population are engaged in one or more types of own-use production work, spending on average 26 hours of work in such activities, for example household chores including shopping, preparing meals (12 hours per week), looking after children and elderly (9 hours per week), manufacturing household goods for own or family use (7 hours per week), while about 69% of the working male population are engaged in one or more types of own-use production work, spending on average only 15 hours of work in such activities, for example searching fodder or grazing (11 hours per week), repairing household (8 hours per week),

Subsistence foodstuff producers

The unemployment rate obtained in the August 2017 labour force survey under the new international standards (18% total population, with 21% among female compared to 15% among male) differed considerably from the rate (5%) that would have been obtained under the old definitions used in past household surveys and population censuses of Rwanda. The main reason explaining the difference is the statistical treatment of subsistence foodstuff producers in the definition of employment. The effect of this is to lower the count of employment according to the old definition and to higher the count of unemployment. The data shows that female spend on average 21hours per

week on subsistence foodstuff production compared to 20 hours for their male counterparts.

Working time

The average number of hours usually worked per week by a female employee in the main job was 36 hours compared to 42 hours for male. The hours usually worked was lower than the hours actually worked for both female and male. The average number of hours actually worked per week by a female employee in the main job was 30 hours compared to 34 hours for male.

Chap 1. Introduction

With more women in the labour market, an economy makes greater use of its productive potential. Since women account for more than half of a country's potential talent base, a nation's competitiveness in the long term also depends considerably on whether and how it educates and makes use of its women. The higher participation of women in the labour force and their increased employment rates do not necessarily translate into greater gender equality. Promoting gender equality in labour markets involves creating an enabling environment of equal opportunity and treatment in the labour market for both women and men.

One of the targets of the 2030 Agenda for Sustainable Development is, by 2030, to achieve "full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value" (Sustainable Development Goal (SDG) 8, target 8.5). The 20-year review of the implementation of the Beijing Declaration and Platform for Action (Beijing + 20) has brought renewed attention to the situation of women in the world of work, and to the need to accelerate the closing of gender gaps therein.

Despite some advances, women continue to face significant obstacles in entering the labour market and progressing in their careers. Barriers to participation, persistent occupational and sectoral segregation and a disproportionate share of unpaid household and care work prevent them from enjoying equal access to opportunities, and to opportunities that are in line with their significant progress in educational achievement over the past decades. This limits their economic choices, weighs on their social status and ultimately curbs growth and social development. Measures to raise the participation of women in the labour force and to improve their employment opportunities are therefore important to enhancing women's status, achieving higher output levels and reducing poverty and income inequality.

The National Institute of Statistics of Rwanda (NISR), as the coordinator of the National Statistics System (NSS), launched a regular labour force survey programme (LFS) in 2016. The survey programme is part of the second National Strategy for the Development of Statistics (NSDS2) covering the period 2014/15 to 2018/19. The main objective of the survey programme is to monitor the trend of employment and labour underutilization including unemployment at the national and district levels. The survey programme is also meant to provide relevant data for the design, implementation and evaluation of economic and social policies related to employment creation, income generation, skills development including vocational education and training, and related decent work policies. It is further designed to provide data on particular categories of persons such as women and youth and on required data for other bodies of statistics such as volume of work and labour input for national production accounts and calculation of labour productivity.

The analysis of this gender thematic report from the August Labour Force Survey 2017 results sets out a broad overview of trends and gender gaps, including gaps in labour force participation rates, employment-to-population ratios and unemployment rates, along with differences in labour market status and the type of activities that men and

women perform in the labour market, hours spent in paid and unpaid work and sectoral and occupational segregation, but also discusses the extent to which these factors account for gender gaps in wages and social protection.

Chap 2. Labour Force Participation

The labour force participation rate, i.e., the ratio of the labour force to the working age population expressed in percentage terms, is an indicator of the level of labour market activity. It measures the extent of the working age population who is in the labour force. The breakdown of the labour force participation rate by sex and age group gives a profile of the labour force participation as shown in Figure 1 and table 1.

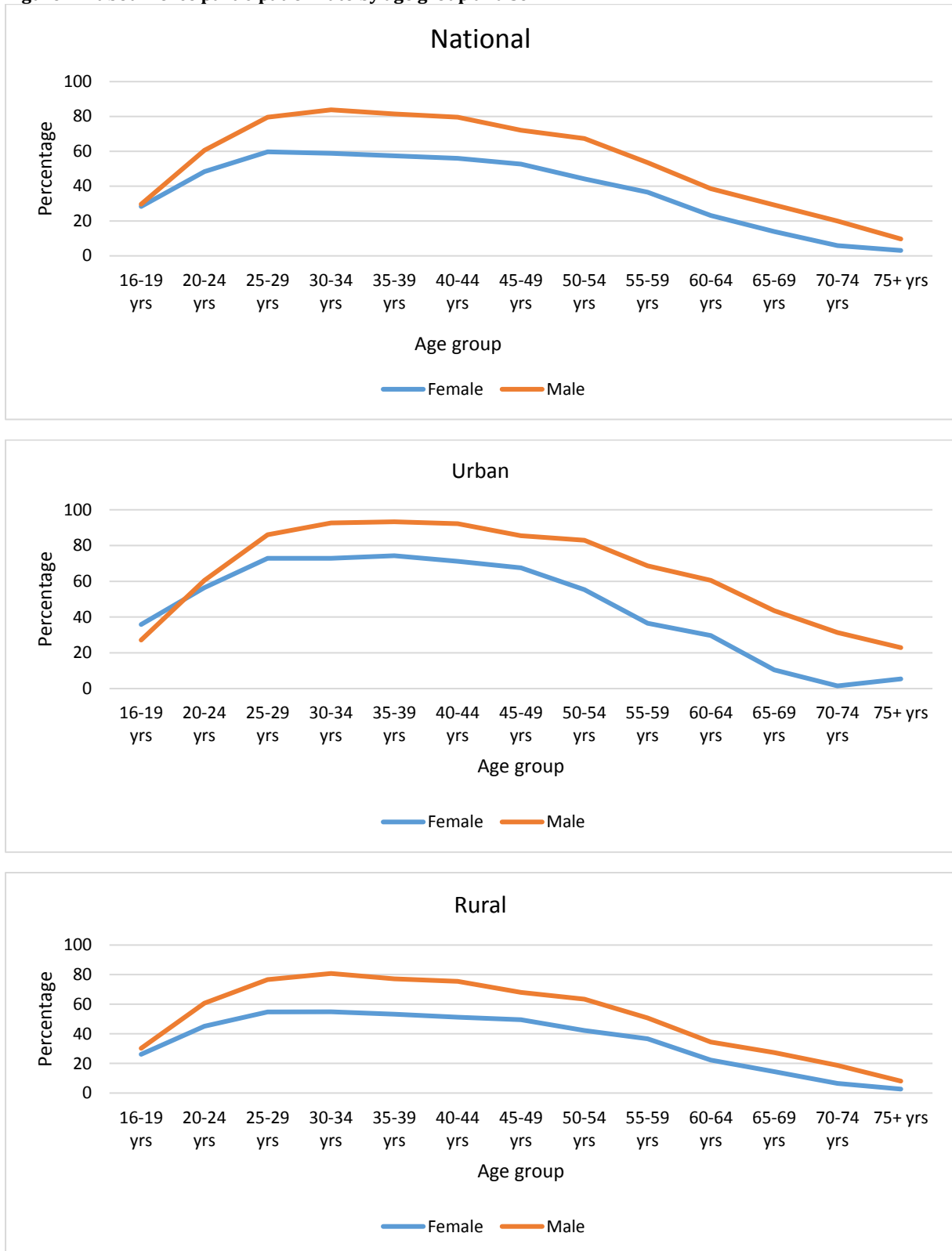
The findings in table 1 show that, in general, at national level the labour force participation rate among female was lower by 18 percentage points than that of male (45% against 63% respectively). The gap in labour force participation rate of females and males was more pronounced in rural areas with the difference of 18 percentage points (42% for female against 63% for male) than in urban area where the difference was 14 percentage points (58% for female against 72 % for males). This difference between urban and rural areas may be due to the fact that, more female involved in subsistence food stuffs production live in rural area while subsistence food stuffs producers no longer considered as employed in the new ILO definitions.

Like most national rates, the Rwanda labour force participation rate has an inverted-U shape. The male curve is above the female curve, reflecting a higher labour force participation of male at virtually all age groups. Before age 20, labour force participation rates were almost similar for males and females, but women were less active than men in their late 30s, a time of childbirth and childcare. For each sex, the curve increases for young people when they leave school and enter the labour market. It reaches a peak in the age group 25-29 years for female while for male it is at age 30-34. The labour force participation rate decreases sharply for both male and female from 55 year old, as people leave and retire from the labour market at older ages.

The labour force participation rate for females under 20 years old was slightly higher than that for males in urban areas. However, above 20 years, women participate much less in the labour force than do males in urban areas. One of the reasons for this might be that in urban areas women perform no agricultural activity for household consumption in addition to home care.

The labour force participation rate for females was lower than that for males in rural areas. The increase in the level of economic activity among females was more pronounced for those aged 20–59, while for males it went up to over 64 years. This is due mainly to agricultural activities, which are widely available in rural areas and therefore the graph shows a narrower gap between women's and men's labour force participation rates than is the case in urban areas.

Figure 1: Labour force participation rate by age group and sex



Source: Labour Force Survey, 2017

Table 1: Labour force participation rate by age group, area of residence by sex

Age group	Rwanda			Urban			Rural		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
16-19 yrs	28.4	29.6	29	35.8	27.2	31.7	26.1	30.3	28.2
20-24 yrs	48.4	60.6	54.3	56.5	60.5	58.4	45.1	60.7	52.7
25-29 yrs	59.7	79.5	69.1	72.8	86	79.4	54.8	76.7	65
30-34 yrs	58.9	83.8	71	72.9	92.7	83.2	54.9	80.8	67.3
35-39 yrs	57.4	81.4	69	74.3	93.3	85	53.3	77.1	64.2
40-44 yrs	55.9	79.5	66.4	71.2	92.2	80.5	51.2	75.5	62
45-49 yrs	52.6	72.1	61	67.6	85.5	76.7	49.6	68.1	57.2
50-54 yrs	44.2	67.3	54.6	55.4	82.9	69.9	42.3	63.4	51.5
55-59 yrs	36.6	53.5	44.3	36.5	68.6	52.2	36.6	50.7	42.9
60-64 yrs	23.1	38.5	30.1	29.6	60.5	45.9	22.3	34.5	27.7
65-69 yrs	14	29.2	20.7	10.5	43.6	24.9	14.5	27.4	20.2
70-74 yrs	5.9	20	11.9	1.5	31.3	13.7	6.5	18.8	11.7
75+ yrs	3.1	9.7	5.5	5.4	22.9	10.9	2.7	8.1	4.7
Total	45.4	62.6	53.4	58.2	72.2	65.1	41.8	59.6	50

Source: Labour Force Survey, 2017

The findings from the labour force surveys (figure 2) show that, regardless of the marital status, the labour force participation of female is lower than that of male. The gap is much bigger among female in union where married female are 21 percentage points lower in labour force participation rate than their male counterparts (46% compared to 67%) while for female living together the gap is 23 percentage points lower than their male counterparts (57% compared to 80%). The gap is lower among widows and widowers (32% compared to 41%). When the area of residence is considered (table 2) still the labour force participation is lower among female than male regardless of the urban-rural settings, but with more labour force participation in urban area for both female and male than in rural area due to the fact that, subsistence food staff producers are no longer considered participants in labour force as long as they only produce for own consumption.

Figure 2: Labour force participation rate by marital status and sex

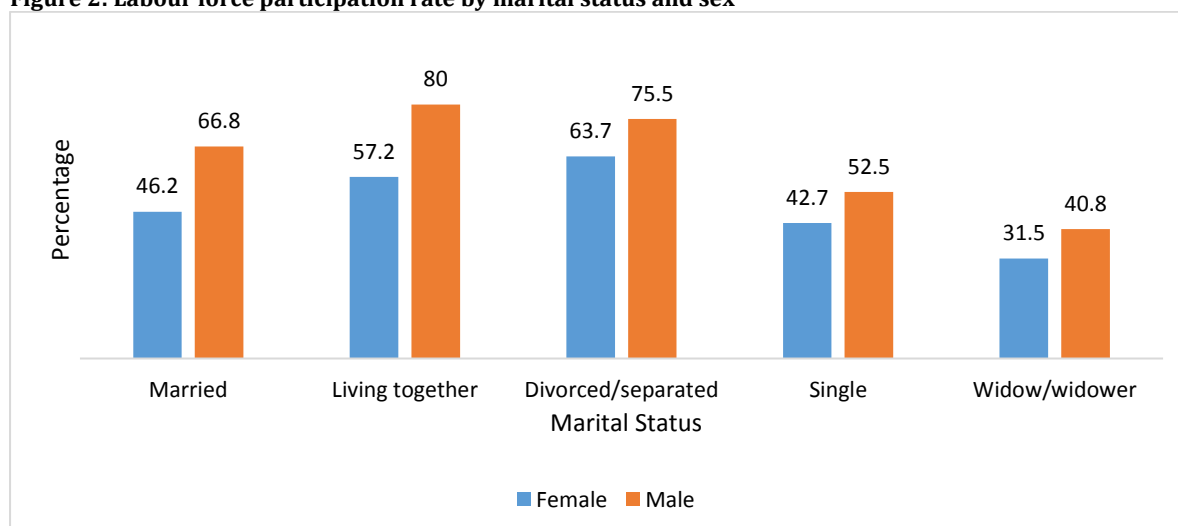


Table 2: Labour force participation rate by marital status, urban/rural area by sex

Marital status	Rwanda			Urban			Rural		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Married	46.2	66.8	56.4	65.1	85.4	75.4	42.3	62.7	52.3
Living together	57.2	80	68.6	63.4	90.8	77.4	55.5	76.9	66.2
Divorced/separated	63.7	75.5	66.7	73.4	92.7	78.3	61.5	71.7	64.2
Single	42.7	52.5	47.8	55.8	59.7	57.9	37.2	49.1	43.4
Widow/widower	31.5	40.8	32.3	33.8	50.6	35.2	31.1	38.9	31.7
Total	45.4	62.6	53.4	58.2	72.2	65.1	41.8	59.6	50

Source: Labour Force Survey, 2017

As the findings show, figure 3 and table 3, the labour force participation rate is much lower among female and male living with disability as compared to their counterparts who live with no disability. At national level, only 19% of female aged 16 years and above living with disability participate in labour force compared to 27% of male. Taking into consideration the area of residence, there is low gap of 2 percentage points between female with disability living in urban area compared to their male counterparts (29% compared to 31%), while in rural area, the gap between female and male stands at 10 percentage points (17% compared to 27% respectively).

Figure 3: Labour force participation rate by disability status, area of residence by sex

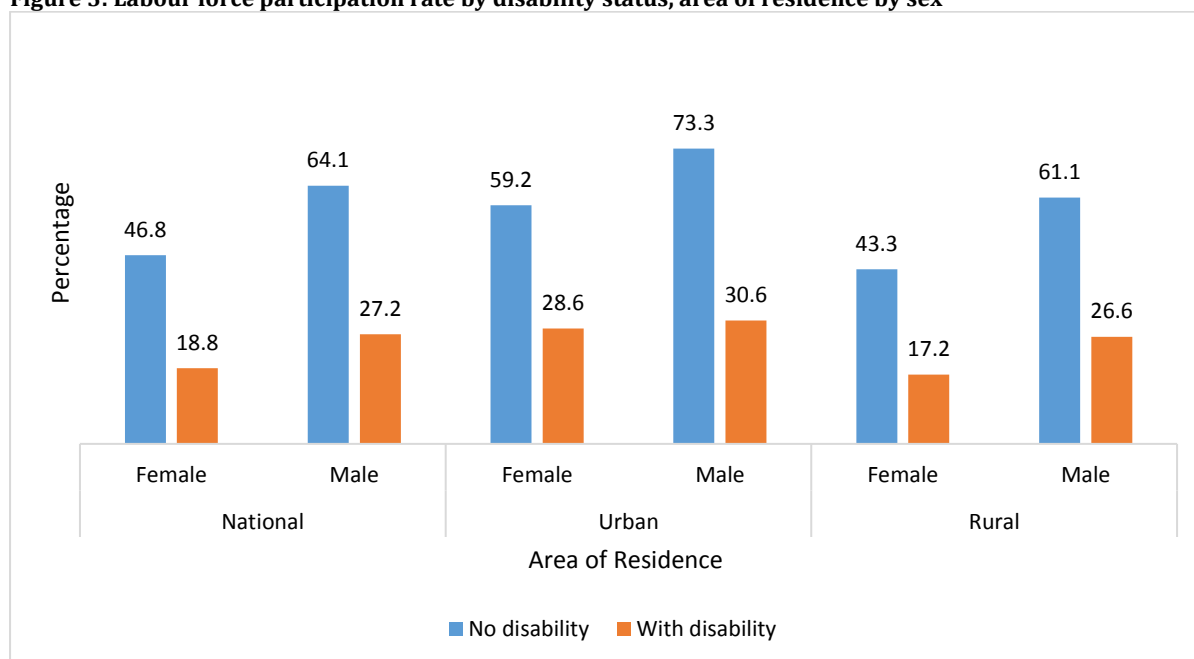


Table 3: Labour force participation rate by disability status, area of residence by sex

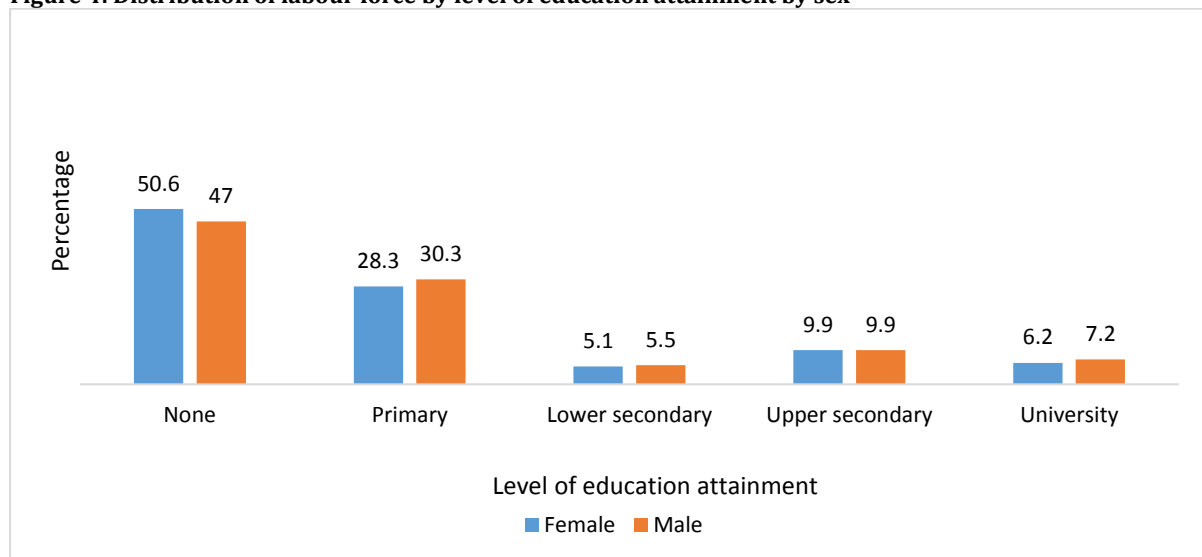
Disability status	Rwanda			Urban			Rural		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
No disability	46.8	64.1	54.9	59.2	73.3	66.2	43.3	61.1	51.5
With disability	18.8	27.2	22.3	28.6	30.6	29.4	17.2	26.6	21.1
Total	45.4	62.6	53.4	58.2	72.2	65.1	41.8	59.6	50

Source: Labour Force Survey, 2017

The skill level of the labour force may be assessed by the educational attainment of the labour force participants. Table 4 and figure 4 present the distribution of the labour force

by educational attainment and sex. Majority of female and male labour force have no education (51% against 47% respectively) followed by those with primary education level (28% among female and 30% among male). The share of female and male labour force with secondary education (lower and upper) is almost the same between female and male (around 5% with lower secondary, and around 10% for those with upper secondary). The share with tertiary education was slightly lower for female (6%) compared to male (7%).

Figure 4: Distribution of labour force by level of education attainment by sex



Source: Labour Force Survey, 2017

In general, the educational attainment of the female and male youth population 16 to 30 years old in the labour force was slightly lower than the one of adults (31 years and above) female and male labour force. The data reveals that, 43% of female aged 16-30 years in labour force have no education compared to 46% of male. , which means that more female youth currently in labour force are more likely to be educated than their male counterparts. The percentage of female youth with primary, upper secondary and university level of education attained is higher than their male youth counterpart, which means that more female youth currently in labour force are more likely to be educated than their male counterparts. Contrary to the youth age, at adult age (31 years and above), more female in labour force have no education level than male (58% compared to 48%). With the exception of adult female with no education level, the percentage of adult female currently in labour force with higher education level attained is lower than their adult male counterparts. This means that, adult female participating in the labour force are less likely to be more educated than their male counterparts.

When the area of residence is considered, the distribution of labour force by education attainment among young and adult population (table 4) shows the same pattern as at national level where, in general, at younger age female participating in labour force are likely to be more educated than their male counterparts while at adult age the opposite is observed.

Figure 5: Distribution of labour force by level of education attainment among young and adult population

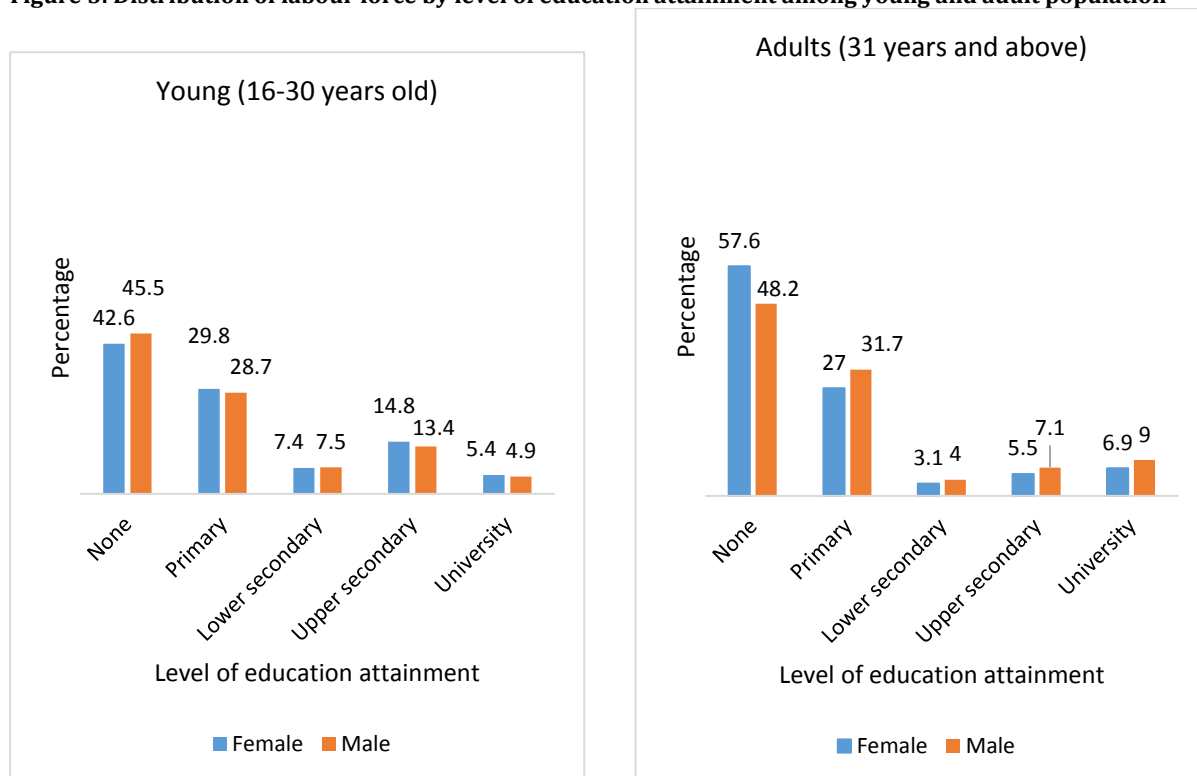


Table 4: Distribution of labour force by level of education attainment among young, adult population, urban/rural area by sex

	Level of education completed	Total			Young (16-30 years)			Adults (31 years +)		
		Female	Male	Total	Female	Male	Total	Female	Male	Total
Rwanda	None	50.6	47	48.6	42.6	45.5	44.2	57.6	48.2	52.3
	Primary	28.3	30.3	29.4	29.8	28.7	29.2	27	31.7	29.6
	Lower secondary	5.1	5.5	5.3	7.4	7.5	7.4	3.1	4	3.6
	Upper secondary	9.9	9.9	9.9	14.8	13.4	14.1	5.5	7.1	6.4
	University	6.2	7.2	6.7	5.4	4.9	5.1	6.9	9	8.1
	Total	100	100	100	100	100	100	100	100	100
Urban	None	27.2	24.5	25.7	25.7	26.7	26.2	28.9	22.6	25.2
	Primary	28.6	28.2	28.4	29	27.1	28	28.1	29.1	28.7
	Lower secondary	8.9	8.8	8.9	9.7	10.2	9.9	8	7.7	7.8
	Upper secondary	18.2	19	18.6	23.1	23.3	23.2	12.4	15.3	14.1
	University	17.1	19.5	18.4	12.4	12.8	12.6	22.7	25.2	24.2
	Total	100	100	100	100	100	100	100	100	100
Rural	None	59.7	55.7	57.5	50.8	53.1	52.1	66.5	57.8	61.7
	Primary	28.2	31.2	29.8	30.1	29.3	29.7	26.7	32.6	29.9
	Lower secondary	3.6	4.3	3.9	6.2	6.4	6.3	1.5	2.6	2.1
	Upper secondary	6.6	6.4	6.5	10.8	9.4	10	3.4	4.1	3.8
	University	2	2.4	2.2	2	1.7	1.9	1.9	3	2.5
	Total	100	100	100	100	100	100	100	100	100

Source: Labour Force Survey, 2017

Chapter 3. Employment

Persons in employment are defined as all those of working age who, during a short reference period, were engaged in any activity to produce goods or provide services for pay or profit. They comprise (a) employed persons “at work”, i.e. who worked in a job for at least one hour;

(b) employed persons “not at work” due to temporary absence from a job, or to working-time arrangements (such as shift work, flexitime and compensatory leave for overtime)¹.

Aggregate employment generally increases with growing population. Therefore, the ratio of employment to the working age population is an important indicator of the capacity of the economy to provide employment to a growing population. A decline in the employment-to-population ratio is often regarded as an indicator of economic slowdown and a decline in total employment as an indicator of a more severe economic downturn. In August 2017, the employment-to-population ratio was 43percent².

3.1 Status in employment

Status in employment classifies jobs held by persons at a given point of time with respect to the type of explicit or implicit contract of employment of the person with other persons or organizations. It may refer to the current job or jobs of an employed person or the last job of an unemployed person who had past work experience. The International Standard Classification of Status in Employment (ICSE-1993) identifies five main categories of persons with respect to their status in employment³.

- Employees: Persons working in “paid employment jobs”, i.e., holding explicit (written or oral) or implicit employment contract with remuneration not directly dependent upon the revenue of the unit for which they work. Remuneration could be in the form of wages or salaries, commission from sales, piece-rates, bonuses, or in-kind payments such as food, housing or training.
- Employers: Persons working on own-account or with one or a few partners in “self-employment jobs”, i.e., (a) remuneration is directly dependent on the profits (or potential for profits) derived from the goods and services produced or for own consumption, and (b) engaging one or more “employees,” on a continuous basis.
- Own-account workers: Persons working on own-account or with one or a few partners in a “self-employment job”, not engaging any “employees,” on a continuous basis.
- Contributing family workers: Persons working in a market-oriented establishment operated by a household member, who cannot be regarded as partner, in a “self-employment job”, not engaging any “employee” on a continuous basis.

¹ ICLS-Resolution-I-[STATI-131114-1]-En.docx

² National Institute of Statistics of Rwanda (NISR), *Labour Force Survey August 2017 report, April 2018*

³ ILO, *International Classification of Status in Employment, ICSE-93*, Fifteenth International Conference of Labour Statisticians, Geneva, <http://laborsta.ilo.org>.

- Members of producers' cooperatives: Persons working in a cooperative producing goods and services, in a "self-employment job", not engaging any "employee" on a continuous basis

The findings in Figure 6 and table 5 show the composition of the employed population by status in employment in main job by sex. The data show that there is a slight difference between female and male who were employed in dependent jobs as employees in favour of males. The percentage of female employed as employees is 69% against 71% among males. But, the percentage of female employed in dependent jobs as contributing family workers (or in other words unpaid care workers) was 6 percentage points higher than among male (8% against 2%).

Figure 6: Percentage distribution of employed population by Status in employment at main job by sex

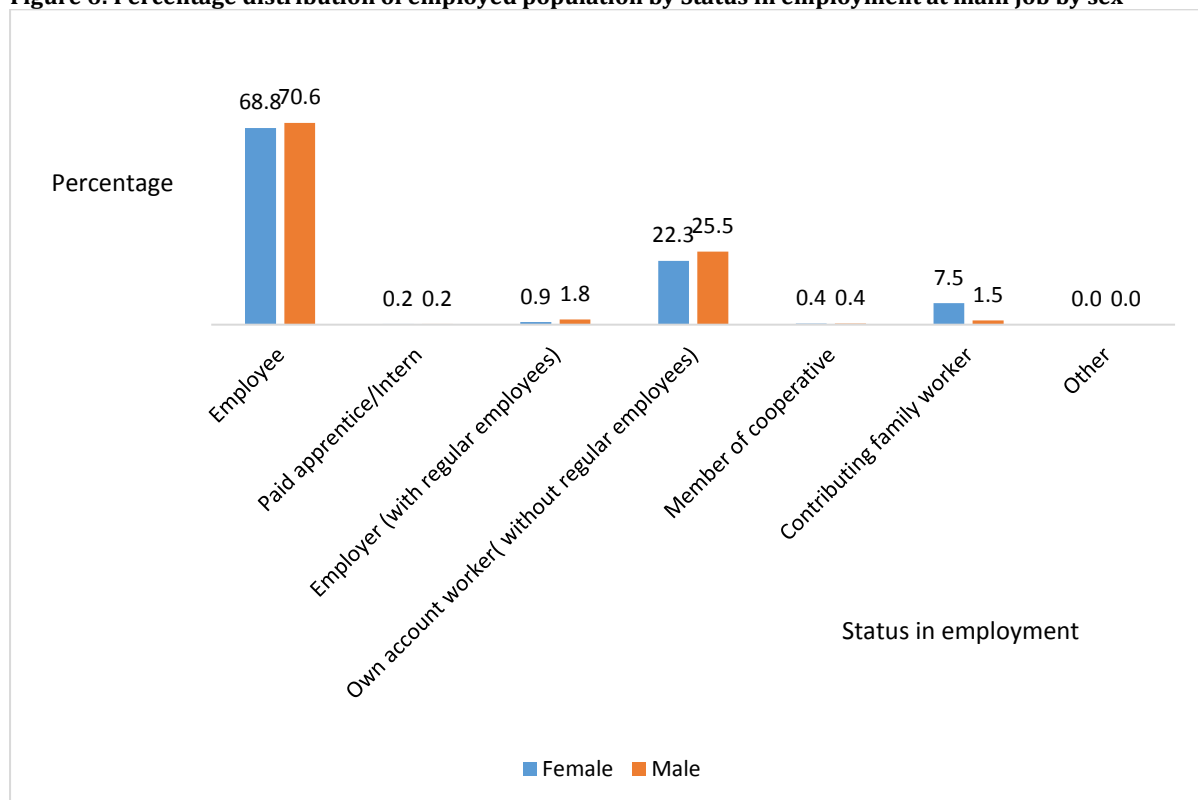


Table 5: Percentage distribution of employed population by Status in employment at main job by sex

Status in employment	Sex		Total
	Female	Male	
Employee	68.8	70.6	69.8
Paid apprentice/Intern	0.2	0.2	0.2
Employer (with regular employees)	0.9	1.8	1.4
Own account worker (without regular employees)	22.3	25.5	24.1
Member of cooperative	0.4	0.4	0.4
Contributing family worker	7.5	1.5	4.1
Other	0.0	0.0	0.0
Total	100	100	100

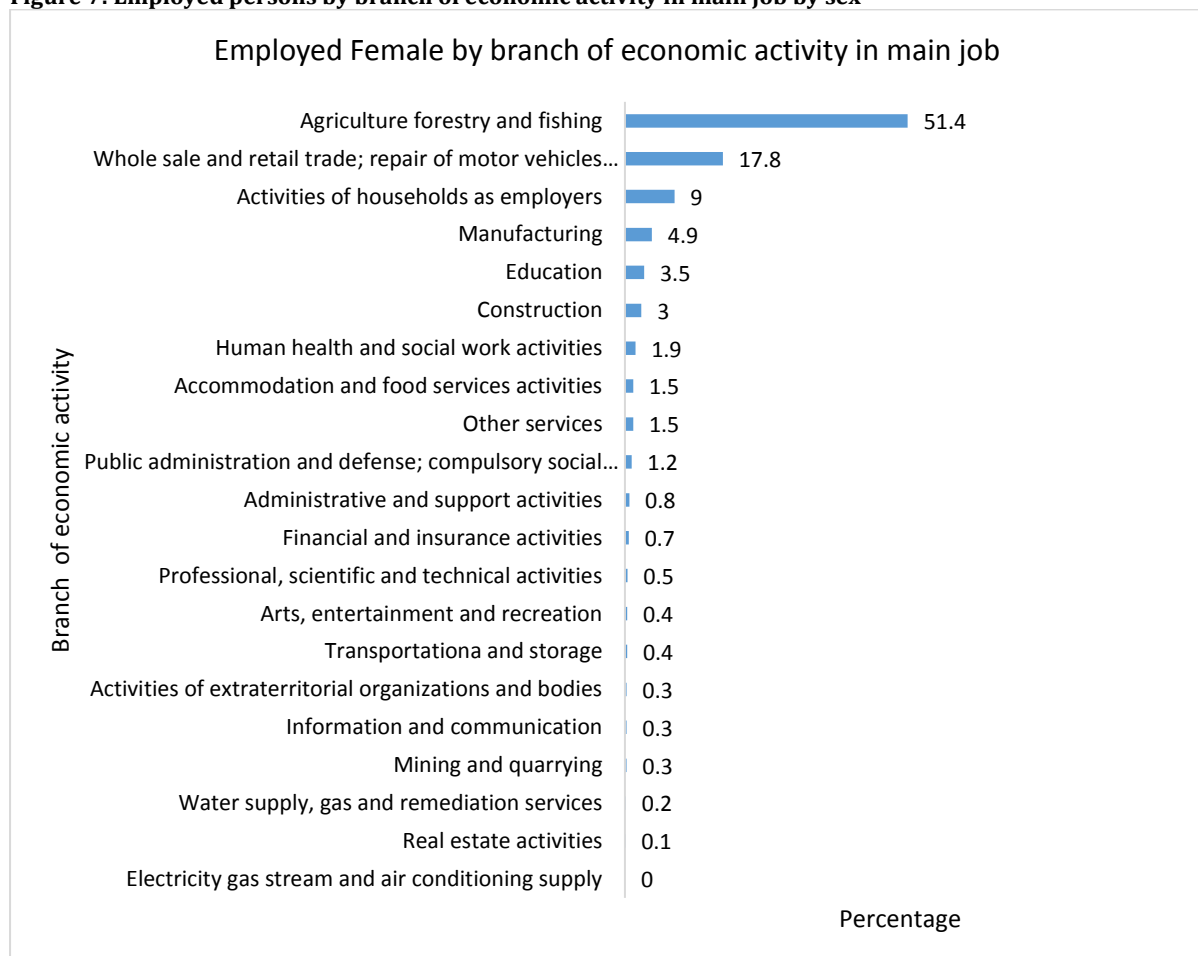
Source: Labour Force Survey, 2017

3.2 Branches of economic activity and occupations

Branch of economic activity refers to the activity of the establishment in which an employed person worked during the reference period. An establishment may be a farm, a mine, a factory, a workshop, a store, an office or a similar type of economic unit. It is important to distinguish enterprises from establishments. “Enterprise” is a broader concept than “establishment”. An enterprise is a legal entity (or group of legal entities) and may have a number of establishments with different economic activities and different locations.

Table 6 presents the distribution of the employed population by branch of economic activity in main job. The findings in figure 7 and table 6 show that agriculture employment is by far the most frequent branch of economic activity among female (51%) as well as among males but with a lesser extent (17 percentage points difference) than among male (34%). The branch of economic activity with the second highest number of employed female is the whole sale and retail trade (18%) followed by activities of households as employers of domestic personnel (9%), while for employed male it is the whole sale and retail trade with 14% followed by the construction with 14% respectively second and third economic activity branch. Although, the manufacturing is an area where the government is putting more efforts as a potential area of off- farm jobs creation, it still have fewer number of female employed 5% compared to 6% among male employed.

Figure 7: Employed persons by branch of economic activity in main job by sex



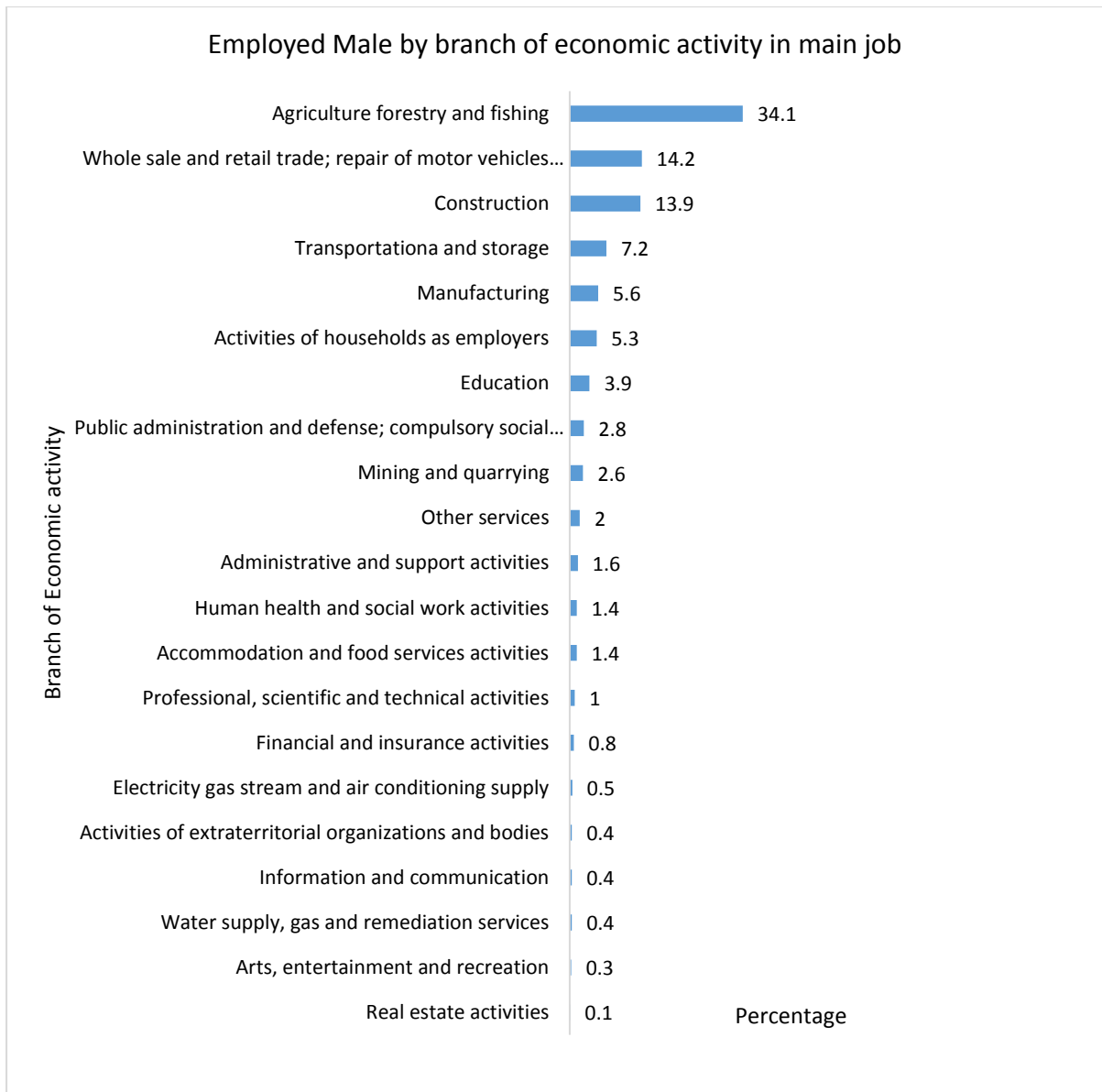


Table 6: Employed persons by branch of economic activity in main job by sex

Economic activity	Female	Male	Total
Agriculture forestry and fishing	51.4	34.1	41.8
Mining and quarrying	0.3	2.6	1.6
Manufacturing	4.9	5.6	5.3
Electricity gas steam and air conditioning supply	0	0.5	0.3
Water supply, gas and remediation services	0.2	0.4	0.3
Construction	3	13.9	9.1
Whole sale and retail trade; repair of motor vehicles and motorcycles	17.8	14.2	15.8
Transportation and storage	0.4	7.2	4.2
Accommodation and food services activities	1.5	1.4	1.5
Information and communication	0.3	0.4	0.4
Financial and insurance activities	0.7	0.8	0.8
Real estate activities	0.1	0.1	0.1
Professional, scientific and technical activities	0.5	1	0.8
Administrative and support activities	0.8	1.6	1.3
Public administration and defense; compulsory social security	1.2	2.8	2.1

Economic activity	Female	Male	Total
Education	3.5	3.9	3.7
Human health and social work activities	1.9	1.4	1.7
Arts, entertainment and recreation	0.4	0.3	0.3
Other services	1.5	2	1.8
Activities of house13holds as employers	9	5.3	7
Activities of extraterritorial organizations and bodies	0.3	0.4	0.4
Total	100	100	100

Source: Labour Force Survey, 2017

Figure 8 and table 7 present the composition of the employed population by broad branch of economic activity. The results show that the share of female agriculture workers account for 51% compared to only 34% among their male counterparts. It should be noted that the number of workers engaged wholly in subsistence foodstuff production is excluded in the above share of female and male employed in agriculture. The share of female employed in the industry is almost 14 percentage points lower than that of male (9% against 23%), while the share of service is becoming high in employing many person (42%) as show in table 7, with female accounting for 40% compared to 43% of male.

Figure 8: Share of work force by broad branch of economic activity by sex

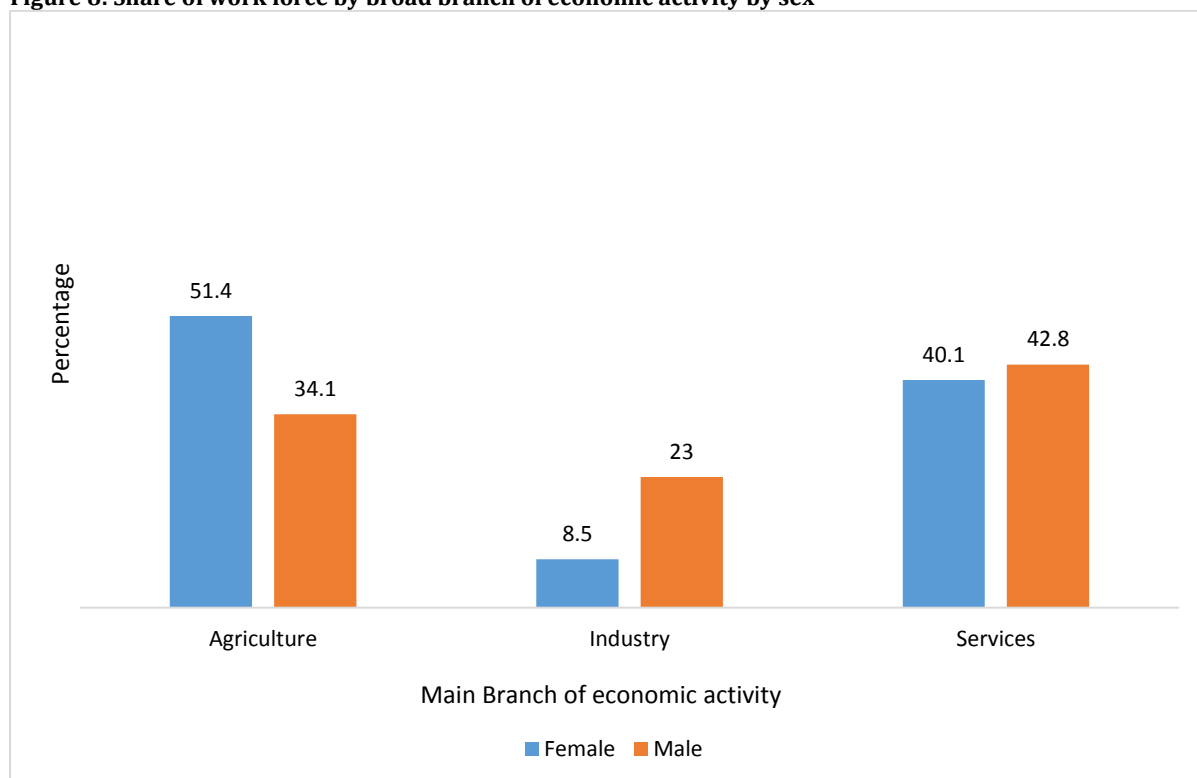


Table 7: Share of work force by broad branch of economic activity by sex

Economic sector	Female	Male	Total
Agriculture	51.4	34.1	41.8
Industry	8.5	23	16.6
Services	40.1	42.8	41.6
Total	100	100	100

Source: Labour Force Survey, 2017

The labour force survey also collected information on occupation. Occupation refers to the kind of work done by a person employed (or the kind of work done previously or

wanted if the person is unemployed), irrespective of the branch of economic activity or the status in employment of the person.

Table 8 and figure 9 present the distribution of the employed population by occupation category in the main job. Women were highly concentrated in elementary occupations involving the performance of simple and routine tasks. It includes cleaners and helpers, agricultural, forestry and fishery labourers, labourers in mining, construction, manufacturing and transport, food preparation assistants, street and related sales and service workers and other elementary workers. Sixty one percent of employed female work in elementary occupations compared to 51% of male. Outside elementary occupations, female work as service and sales workers with 21% which is slightly higher compared to 16% for male. Skilled agricultural, forestry and fishery workers occupations employ only 6% of female compared to 6% of male. These rates on agriculture occupations are very low because anyone is considered employed when he/she earns a salary or produce for markets. All foodstuff producers are excluded, which compose majority of those who are in agriculture worker.

Figure 9: Employed persons by occupation in main job by sex

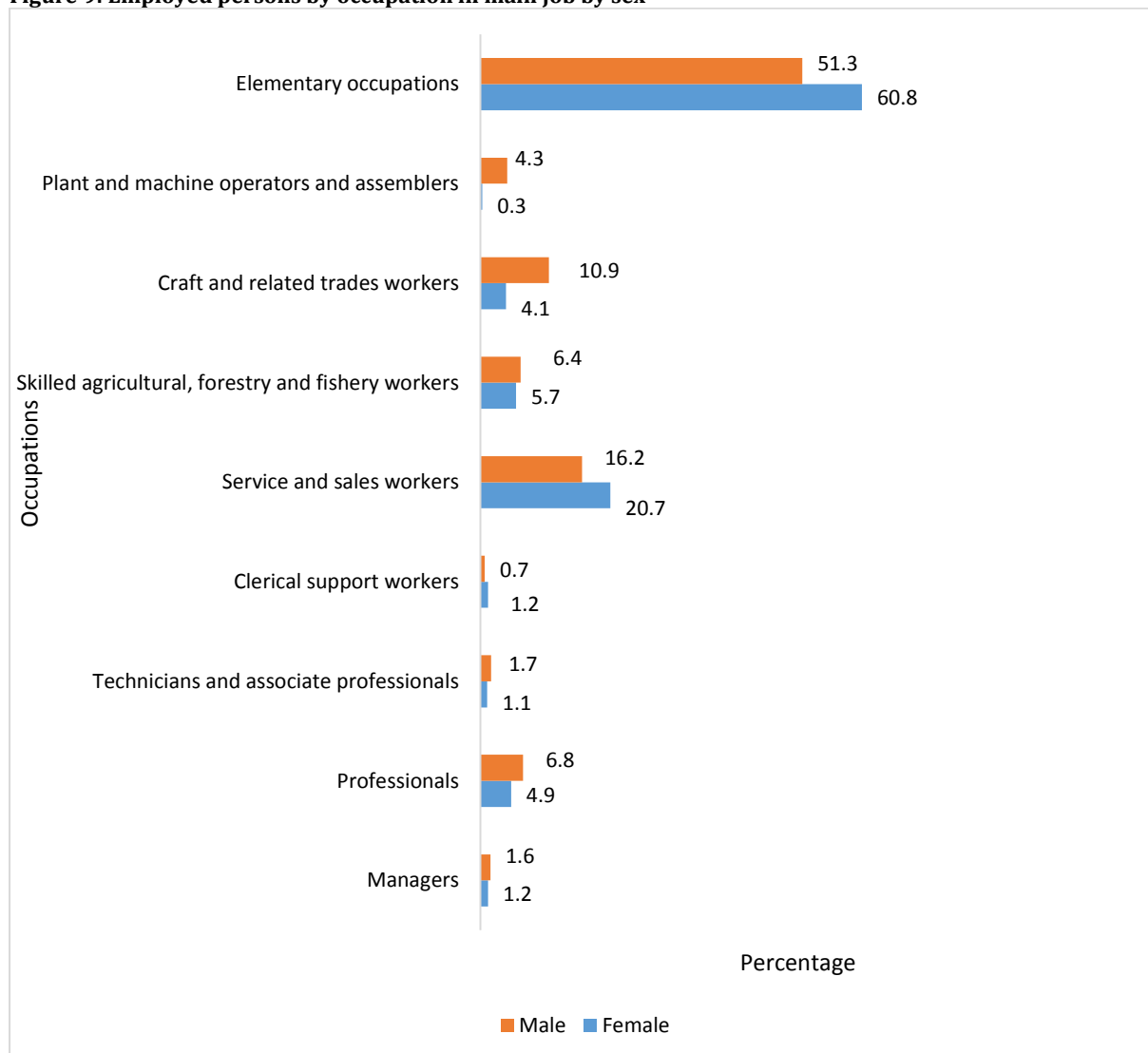


Table 8: Employed persons by occupation in main job by sex

Occupation	Female	Male	Total
Managers	1.2	1.6	1.4
Professionals	4.9	6.8	6
Technicians and associate professionals	1.1	1.7	1.5
Clerical support workers	1.2	0.7	0.9
Service and sales workers	20.7	16.2	18.2
Skilled agricultural, forestry and fishery workers	5.7	6.4	6.1
Craft and related trades workers	4.1	10.9	7.9
Plant and machine operators and assemblers	0.3	4.3	2.6
Elementary occupations	60.8	51.3	55.5
Total	100	100	100

Source: Labour Force Survey, 2017

3.3. Formal and informal sector of employment

The concept of informal sector is broadly characterized as unincorporated enterprises owned by households. In such economic units the fixed capital and other assets of the enterprise do not belong to the production units as such but to their owners, and may be used both for production and personal purposes. Production expenditure can hardly be separated from household expenditure. In practice, in the LFS, employment in the informal sector was defined as all persons 16 years of age and over who were engaged in unregistered private business enterprises or did not keep written records of accounts. Unregistration meant not registered with the Rwanda Revenue Authority or not paying PAYE/TPR. Domestic workers engaged by households were excluded from the classification of employment in the informal sector. In addition, the employment in agriculture is also excluded in formal/informal definition of this analysis.

The new Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204) acknowledges that most people enter the informal economy, which is characterized by low productivity and low pay, not by choice but impelled by the lack of opportunities in the formal economy and an absence of other means of livelihood⁴. Women remain overrepresented as contributing family workers or in occupations (such as domestic workers) that are more likely to be in informal work arrangements, preventing their access to social protection (Burnham and Nik, 2012; Vanek et al., 2014; UN Women and ITUC, 2013)⁵.

The results of the survey (table 9 and figure 10) show that there were about the same proportion of females and males population employed in informal sector (71%) at national level. Considering the area of residence, the data show that there were slightly more female employed in informal sector in urban areas (61%) compared to their male counterparts (57%), while the opposite pattern was observed for those employed in formal sector (39% of female compared to 43% of male). In rural area, slightly fewer female were employed in informal sector compared to their male counterparts (78.0% compared to 79%), while the opposite pattern was observed for those employed in formal sector (22% of female against 21% of male).

⁴ Women at Work: Trends 2016 , International Labour Office – Geneva: ILO, 2016

⁵ Women at Work: Trends 2016 , International Labour Office – Geneva: ILO, 2016

Figure 10: Percentage distribution of employed population by Formal/Informal production sector unit, urban/rural area by sex

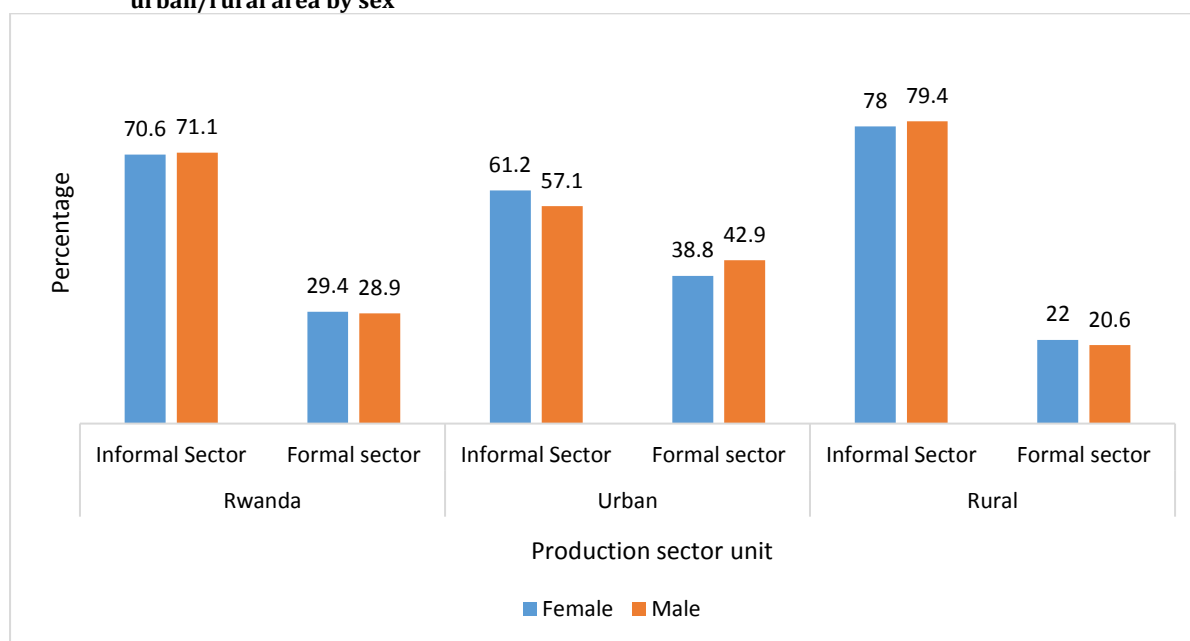


Table 9: Percentage distribution of employed population by Formal/Informal production sector unit, urban/rural area and sex

Area of Residence	Production sector unit	Sex		Total
		Female	Male	
Rwanda	Informal Sector	70.6	71.1	71
	Formal sector	29.4	28.9	29
	Total	100	100	100
Urban	Informal Sector	61.2	57.1	58.7
	Formal sector	38.8	42.9	41.3
	Total	100	100	100
Rural	Informal Sector	78	79.4	79
	Formal sector	22	20.6	21
	Total	100	100	100

Source: Labour Force Survey, 2017

Table 10 and Figure 11 show the distribution of employed population in informal sector by status in employment by sex according to 2017 LFS. The findings show that there was a significant difference between females and males working as employees in informal sector (only 23% of female compared to 53% of male). The share of own-account workers in informal sector was very high among employed female (63%) compared to only 43% among their male counterparts, while the share of female employees as contributing family workers in informal sector was almost six times the one of males (12% against only 2%). The difference between female and male employees as members of producers' cooperatives, employers and paid apprentice/intern was very minimal.

Taking into consideration the area of residence, the results of the survey (table 10) show the same pattern as observed at national level in both urban and rural area. There were

less females employed in informal sector as employee than males, while more females than males were employed as own-account workers and contributing family workers than their males' counterparts regardless of urban/rural characteristics.

Figure 11: Percentage distribution of employed population in informal sector by status in employment and by sex

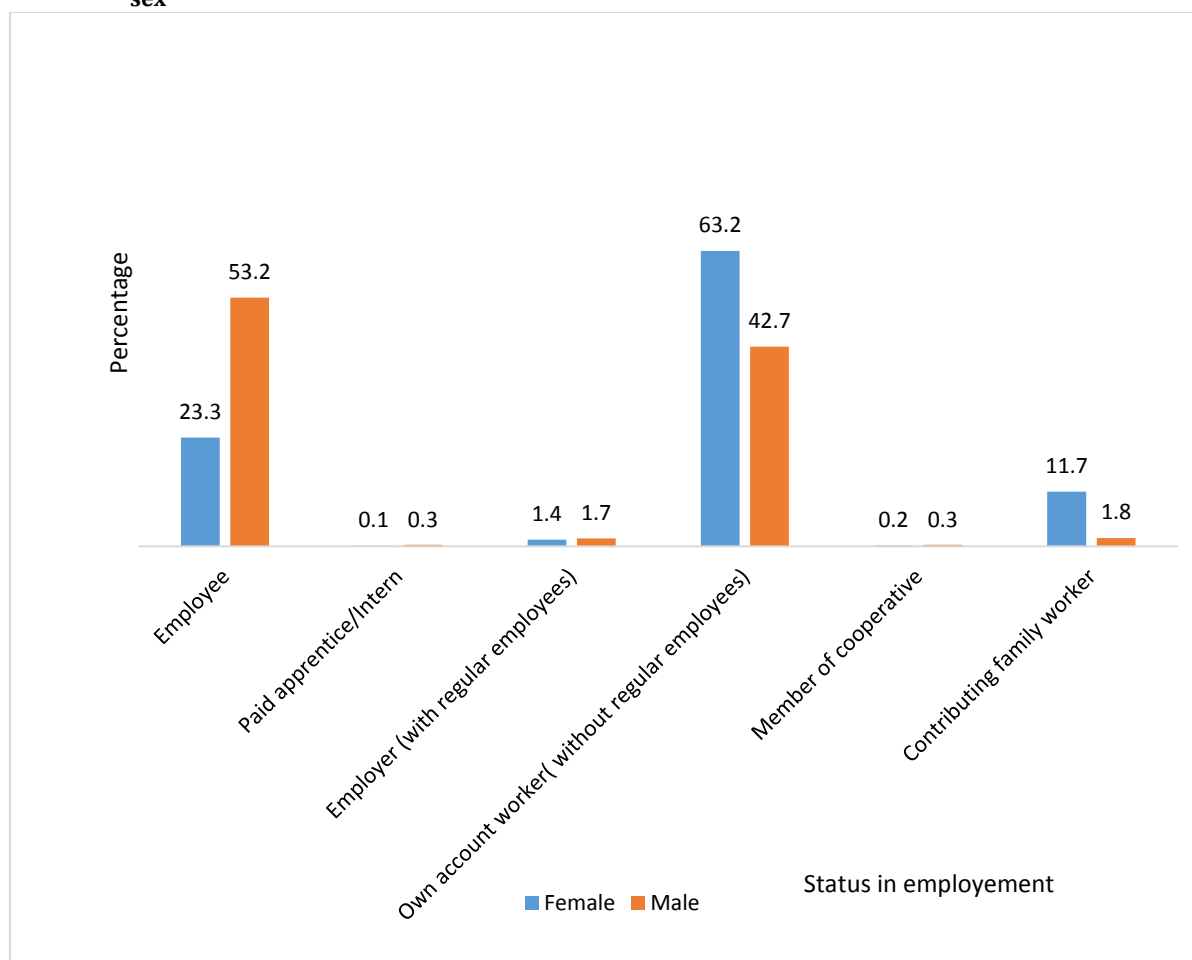


Table 10: Percentage distribution of employed population in informal sector by status in employment, urban/rural area and by sex

Area of residence	Status in employment	Sex		Total
		Female	Male	
Rwanda	Employee	23.3	53.2	43.1
	Paid apprentice/Intern	0.1	0.3	0.2
	Employer (with regular employees)	1.4	1.7	1.6
	Own account worker(without regular employees)	63.2	42.7	49.6
	Member of cooperative	0.2	0.3	0.3
	Contributing family worker	11.7	1.8	5.2
	Total	100	100	100
Urban	Employee	24.1	48.3	38.7
	Paid apprentice/Intern	0.2	0.4	0.3
	Employer (with regular employees)	2.7	2.4	2.6
	Own account worker(without regular employees)	62.5	45.2	52.1
	Member of cooperative	0.4	0.1	0.2
	Contributing family worker	9.9	3.5	6
	Other	0.1	0.1	0.1
	Total	100	100	100
Rural	Employee	22.9	55.3	45.2
	Paid apprentice/Intern	0.1	0.2	0.2

Area of residence	Status in employment	Sex		Total
		Female	Male	
	Employer (with regular employees)	0.6	1.3	1.1
	Own account worker(without regular employees)	63.6	41.6	48.4
	Member of cooperative	0.1	0.4	0.3
	Contributing family worker	12.8	1.1	4.7
	Total	100	100	100

Source: Labour Force Survey, 2017

3.4: Formal and informal employment

While the concept of informal sector refers to production units as observation units, the concept of informal employment refers to jobs as observation units⁶. In the case of employees, informal employment is defined in terms of the employment relationship. A job held by an employee is considered informal, if the job does not entail social security contribution by the employer, or is not entitled to paid sick leave or paid annual leave.

The joint analysis of the informal or formal sector status of production units and the informal or formal status of employment reveals the existence of a significant number of female and male with informal employment engaged in the formal sector. Table 11 gives the cross- classification of the employed population according to informal or formal sector status of the production unit and informal or formal status of the employment by sex.

The findings show that there were 16% female with informal employment in the formal sector compared 17% of male. An example of this category of persons is an employee with short-term contract without social security contribution by the employer working in, a large private corporation or a small enterprise. On the other hand there were 11% of female with formal employment in the informal sector compared to almost the same rate among male, 12%.

Table 11: Cross-classification of employment by informal or formal job and informal or formal production unit by sex of occupier

Production sector unit	Female			Male		
	Formal employment	Informal employment	Total	Formal employment	Informal employment	Total
Informal Sector	11.1	84.1	70.6	11.5	83.2	71.1
Formal sector	88.9	15.9	29.4	88.5	16.8	28.9
Total	100	100	100	100	100	100

Source: Labour Force Survey, 2017

The results in figure 12 and table 12 indicate that slightly more females had informal employment as their main job than their male counterparts (93% as compared to 90%) while the opposite is observed in formal employment in favour of male (8% of female compared to 11% of male).

⁶ ILO, *Guidelines concerning a statistical definition of informal employment*, Seventeenth International Conference of Labour Statisticians, Geneva, 2003.

Figure 12: Percentage distribution of population by Formal/Informal employment for main job by sex

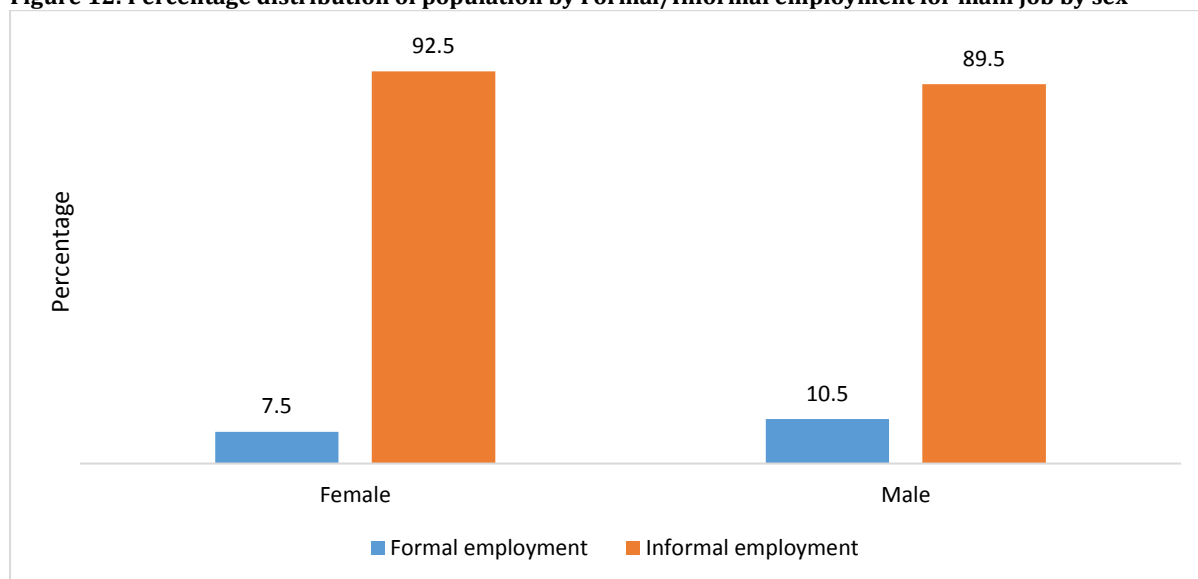


Table 12: Percentage distribution of population by Formal/Informal employment for main job by sex

Formal/Informal employment	Female	Male	Total
Formal employment	7.5	10.5	9.2
Informal employment	92.5	89.5	90.8
Total	100	100	100

Source: Labour Force Survey, 2017

The findings from figure 13 and table 13 indicate that the more a female or a male has a higher level of education attainment, the more likelihood he/she is employed in formal employment, while the reverse is true in having an informal employment. The results in figure 13 show that only 1 % of females with no education had a formal employment compared to 4 % among their male counterparts, while about 60 % of females with University level had formal employment compared to 50% among male.

While majority of females and males with no education level were dominant among those employed in informal employment, there were very few females and males with university level employed in informal employment (2% and 3% respectively).

Taking into consideration the area of residence, findings in table 13 show that in urban area, more female with formal employment had University education level (72%) compared to their male counterparts with same level (61%) while majority of female and male employed in informal employment had primary education. It should be noted that the pattern in rural area is quite different from the one in urban area as majority of female with formal employment had Upper Secondary education level (52%) as well as for male with same educational level (41%), while majority of female and male with informal employment in rural area had no education level.

Figure 13: Informal and formal employment by level of educational attainment, urban/rural area by sex

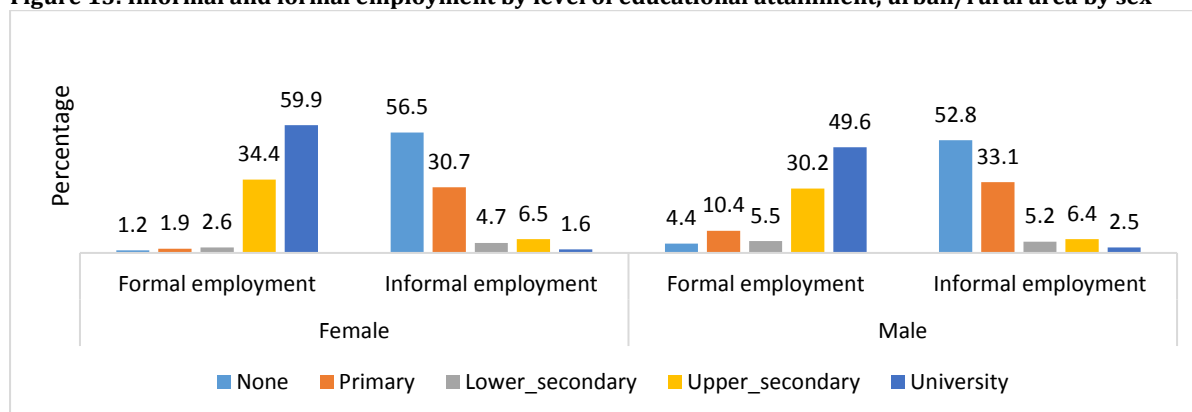


Table 13: Informal and formal employment by level of educational attainment, urban/rural area by sex

	Level of education completed	Female			Male		
		Formal employment	Informal employment	Total	Formal employment	Informal employment	Total
Rwanda	None	1.2	56.5	52.4	4.4	52.8	47.7
	Primary	1.9	30.7	28.5	10.4	33.1	30.7
	Lower secondary	2.6	4.7	4.5	5.5	5.2	5.3
	Upper secondary	34.4	6.5	8.6	30.2	6.4	8.9
	University	59.9	1.6	6	49.6	2.5	7.4
	Total	100	100	100	100	100	100
Urban	None	1	34.6	29	2.4	31.6	25
	Primary	1.8	35.9	30.2	8.8	35.4	29.4
	Lower secondary	2.7	9.1	8.1	4.8	9.4	8.3
	Upper secondary	22.4	14.9	16.1	22.7	15	16.7
	University	72.1	5.5	16.5	61.4	8.6	20.5
	Total	100	100	100	100	100	100
Rural	None	1.4	63.8	61.2	7.2	59.4	56.3
	Primary	2.1	29	27.9	12.7	32.4	31.2
	Lower secondary	2.6	3.2	3.2	6.5	3.9	4.1
	Upper secondary	52.4	3.8	5.8	41.1	3.7	5.9
	University	41.5	0.3	2	32.4	0.6	2.5
	Total	100	100	100	100	100	100

Source: Labour Force Survey, 2017

The findings in table 14 indicate that majority of female with formal employment were in professional occupations (52%) which is also the case for male (51%). On contrary majority of female with informal employment were employed in elementary occupations (65%) which is also the case for male (57%).

Taking into consideration the area of residence, the data show that in urban area, like at national level, majority of female with formal employment were in professional occupations at 40% which is slightly lower as compared to male, 43%, while female with

informal employment were predominantly in elementary occupations (51%) compared to male (38%). In rural area, female with formal employment were also predominant in professionals occupations as compared male (71% against 62% respectively).

Table 14: Informal and formal employment by occupation, urban/rural area and by sex

	Occupation	Female			Male		
		Formal employment	Informal employment	Total	Formal employment	Informal employment	Total
Rwanda	Managers	12.1	0.3	1.2	11.2	0.5	1.6
	Professionals	52.2	1.1	4.9	50.6	1.7	6.8
	Technicians_and_associate_professionals	9.4	0.5	1.1	8.2	1	1.8
	Clerical_support_workers	10.6	0.5	1.2	2.8	0.5	0.7
	Service_and_sales_workers	11.9	21.4	20.7	16	16.3	16.2
	Skilled_agricultural_forestry_and_fishery_workers	0.1	6.2	5.8	0.1	7.1	6.4
	Craft_and_related_trades_workers	0.4	4.4	4.1	3.5	11.7	10.9
	Plant_and_machine_operators_and_assemblers	0.2	0.3	0.3	4.3	4.3	4.3
	Elementary_occupations	3	65.4	60.7	3.3	56.9	51.3
	Total	100	100	100	100	100	100
Urban	Managers	16.1	0.9	3.4	15.5	1.8	4.9
	Professionals	39.6	2.2	8.3	43	4.3	13.1
	Technicians_and_associate_professionals	11.8	1	2.8	10	2.5	4.2
	Clerical_support_workers	14.2	1.6	3.7	4.2	1.5	2.1
	Service_and_sales_workers	14.6	35.5	32	14.2	23.9	21.7
	Skilled_agricultural_forestry_and_fishery_workers	0.1	1.2	1	0.1	2.2	1.7
	Craft_and_related_trades_workers	0.7	5.7	4.9	4.6	15.4	13
	Plant_and_machine_operators_and_assemblers	0.3	0.6	0.6	5.8	10	9.1
	Elementary_occupations	2.5	51.3	43.3	2.6	38.3	30.2
Total	100	100	100	100	100	100	
Rural	Managers	6.2	0	0.3	4.9	0.1	0.3
	Professionals	71.1	0.7	3.6	61.7	0.9	4.4
	Technicians_and_associate_professionals	5.8	0.3	0.5	5.5	0.5	0.8
	Clerical_support_workers	5.2	0.1	0.3	0.8	0.1	0.2
	Service_and_sales_workers	7.9	16.7	16.4	18.8	13.9	14.2
	Skilled_agricultural_forestry_and_fishery_workers	0	7.9	7.6	0	8.7	8.2
	Craft_and_related_trades_workers	0	3.9	3.8	1.9	10.6	10
	Plant_and_machine_operators_and_assemblers	0	0.2	0.2	2.1	2.6	2.5
	Elementary_occupations	3.8	70.1	67.3	4.3	62.7	59.3
Total	100	100	100	100	100	100	

Source: Labour Force Survey, 2017

Chapter 4. Unemployment and labour underutilization

Unemployment is a particular form of labour underutilization. It reflects the pressure on the labour market as it is measured in terms of the number of persons without employment, actively seeking and available for employment. Labour underutilization is a more general concept. It refers to mismatches between labour supply and demand, which translate into an unmet need for employment among the population. Labour underutilization includes unemployment, time-related underemployment, and the potential labour force referring to persons not in employment who express an interest in this form of work but for whom existing conditions limited their active job search and/or their availability.

The unemployment rate, defined as the ratio of the number of unemployed persons to the total labour force, is the most commonly used indicator of the labour market. It is sometimes used in a general sense as an indicator of the health of the economy, not just the labour market.

4.1: Unemployment

Findings from figure 14 and table 15 show that, the total unemployment was higher among female than their male counterparts (21% against 15% respectively). With the exception of the age group 55-64 and 65 years and above where the female unemployment is lower than that of male, in all other age groups female unemployment is higher than that of male.

Figure 14: Percentage distribution of population 16 years old and over by unemployment rate, age group and sex

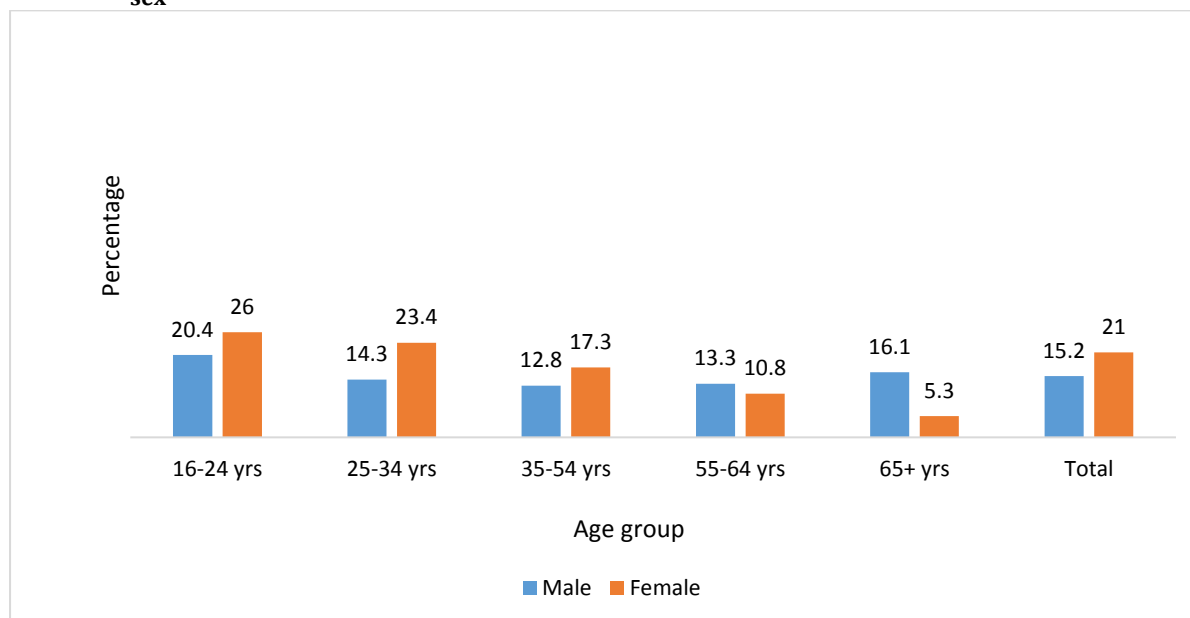


Table 15: Percentage distribution of population 16 years old and over by unemployment rate, age group and sex

Age Group	Unemployment rate		
	Female	Male	Total
16-24 yrs	26	20.4	23
25-34 yrs	23.4	14.3	18.3
35-54 yrs	17.3	12.8	14.9
55-64 yrs	10.8	13.3	12.2
65+ yrs	5.3	16.1	12.9
Total	21	15.2	17.8

Source: Labour Force Survey, 2017

4.2 Youth unemployment

According to the results in figure 15 and table 16, the unemployment rate for female youth labour force aged 16-30 years old is higher than that of male counterparts (25% against 19% respectively), and among the female youth 16-24 years old higher than their male counterparts (25% compared to 21% respectively).

In terms of educational attainment, the results shown in figure 15 indicate that, among youth aged 16-30 years old, the unemployment rate is highest among female with upper secondary education as compared to their male counterparts (36% against 32% respectively). On the other hand, for youth aged 16-24 years old, the unemployment is the highest among female with University level at 62% while for male it was among those with upper secondary education level (47%). It should be also noted that, the unemployment is higher among female than male regardless of the level of education attainment.

Figure 15: Unemployment rate of youth (16–24 years old international; 16-30 national definitions) by level of educational attainment and by sex

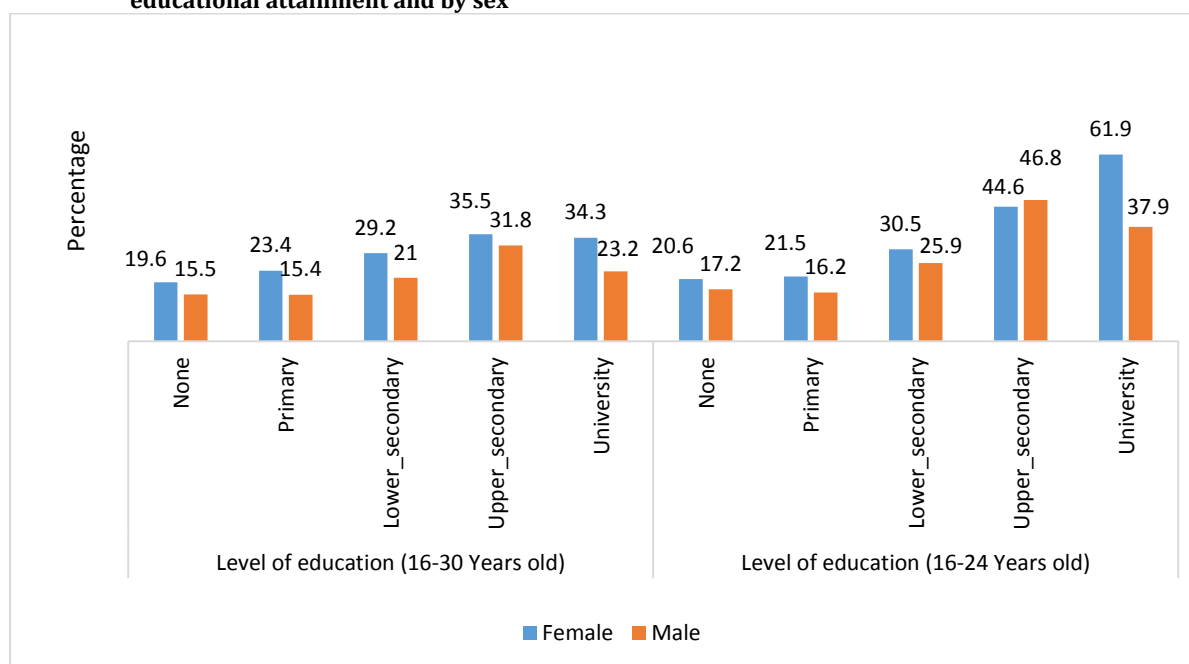


Table 16: Unemployment rate of youth (16–24 years old international; 16-30 national definitions) by level of educational attainment and by sex

Level of education	Unemployment rate		
	Female	Male	Total
16-30 Years old			
None	19.6	15.5	17.3
Primary	23.4	15.4	19.2
Lower secondary	29.2	21	24.8
Upper secondary	35.5	31.8	33.6
University	34.3	23.2	28.6
Total	24.6	18.5	21.3
16-24 years old			
None	20.6	17.2	18.6
Primary	21.5	16.2	18.9
Lower secondary	30.5	25.9	28.1
Upper secondary	44.6	46.8	45.6
University	61.9	37.9	50.2
Total	25	20.7	22.8

Source: Labour Force Survey, 2017

4.3: Youth neither in employment, nor in education or training (NEET)

A full accounting of the labour market situation of young people is important for the formulation of employment policies regarding the youth. This provides a measure of the youth who are outside the educational system and not in employment (NEET). The NEET rate is an ILO decent work indicator and serves as a broader measure of potential youth labour market entrants than youth unemployment⁷.

The findings in figure 16 show that, the percentage of young people not in employment and not in education or training increases with age, where for young female it starts at 11% in the age group 16 to 17 years and reaches 43% in the age group 25-30 years, while for young male it starts at 13 % in the age group 16 to 17 years and reaches 36 % in the age group 25-30 years. It should be noted that, the NEET rate is higher among young female than among young male in upper age groups than in young age groups, as relatively more female than male remain outside the labour force after completing their education or training. Many of them are however in the potential labour force, available to take up employment under suitable conditions.

Taking into consideration the area of residence, the results in table 17 show that the pattern is also the same as at national level where female youth not in employment, not in education or training are outnumbered by male youth among those aged 16-20 years old, while at upper age between 21-30 years old female youth outnumber their male counterparts suggesting female after completing their study they get long to find a job than male youth.

⁷ ILO, *Decent Work Indicators Concepts and definitions, ILO Manual (First version)*, International Labour Office, Geneva, May 2012, pp. 51-53.

Figure 16: Youth not in employment and not currently in education or training by sex, age group, and urban/rural area

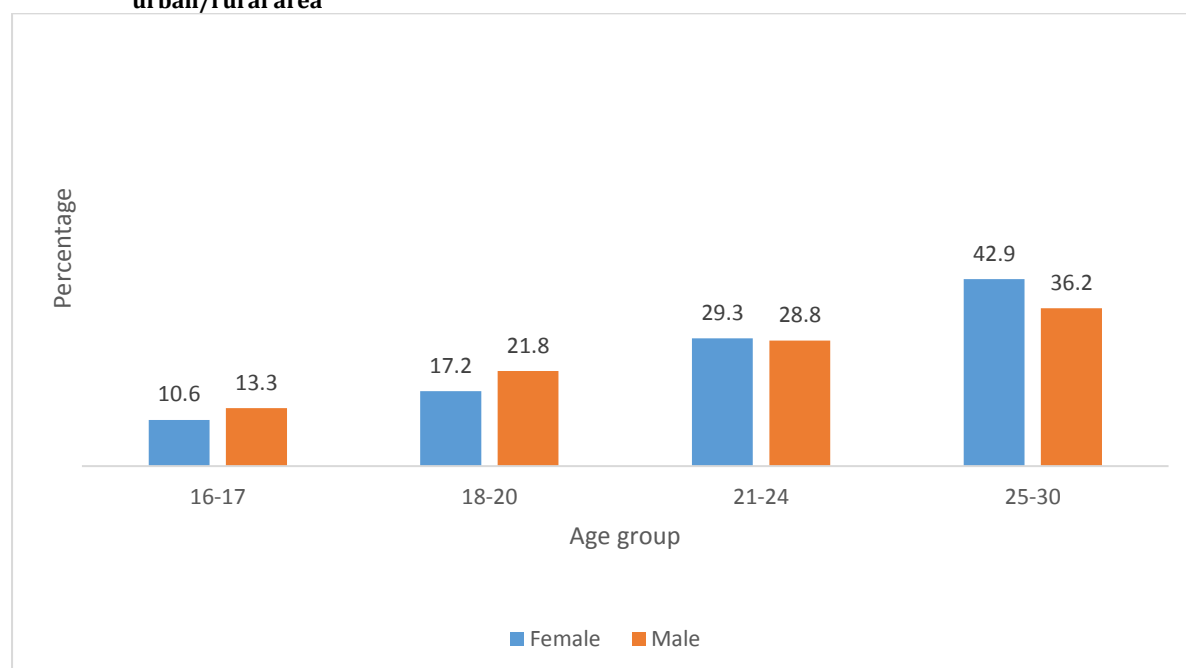


Table 17: Youth not in employment and not currently in education or training by sex, age group, and urban/rural area

Age group	Female	Male	Total
Rwanda			
16-17	10.6	13.3	11.6
18-20	17.2	21.8	18.8
21-24	29.3	28.8	29.1
25-30	42.9	36.2	40.5
Total	100	100	100
Urban			
16-17	7.1	8.4	7.5
18-20	15.1	17.6	16
21-24	30.3	31.5	30.7
25-30	47.5	42.5	45.7
Total	100	100	100
Rural			
16-17	11.5	14.3	12.5
18-20	17.6	22.7	19.5
21-24	29	28.2	28.7
25-30	41.9	34.8	39.3
Total	100	100	100

Source: Labour Force Survey, 2017

The findings in figure 17 show that, the percentage of young people not in employment and not in education or training decreases as the level of education increases, where for young female it starts at 44 % for those with no education level completed to 3 % for those with University level, while for young male it starts at 47% among those with no education level completed to 3 % among those with University education level. It should be noted that, the NEET rate is slightly lower among young female than among young

male with no education level completed and among those with upper secondary level. The opposite is true among those with primary and lower secondary education level.

Considering the area of residence (table 18), the findings show that in urban area, the percentage of female youth not in employment, not in education or training is higher among those with no educational level completed, those with primary and university education level than compared to their male counterparts, while in rural area, except for young female with primary and lower secondary education level where the percentage of female who are not in employment, not in education or training are higher than among their male counterparts, all other category male outnumber their female counterparts.

Figure 17: Youth not in employment and not currently in education or training by Level of education completed and by sex

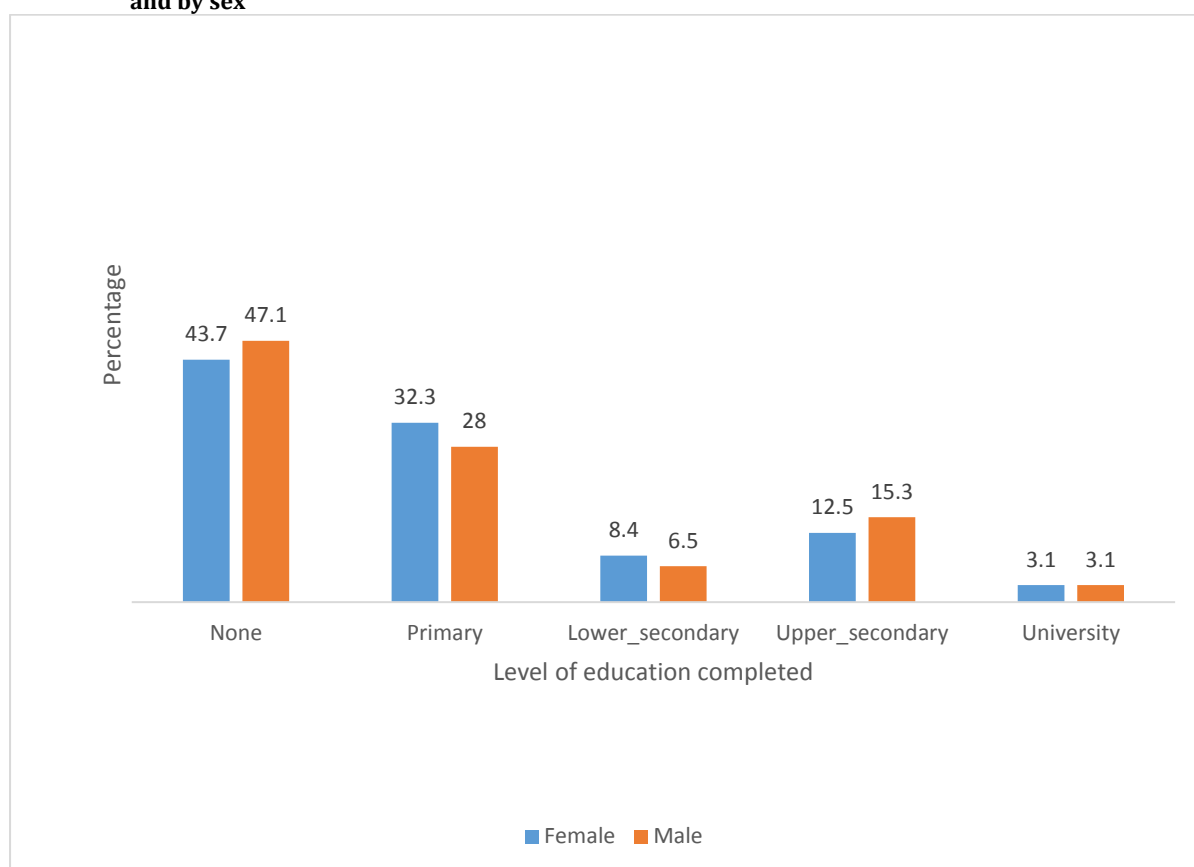


Table 18: Youth not in employment and not currently in education or training by Level of education completed, urban/rural area and by sex

Level of education completed	Female	Male	Total
Rwanda			
None	43.7	47.1	45
Primary	32.3	28	30.7
Lower_secondary	8.4	6.5	7.7
Upper_secondary	12.5	15.3	13.5
University	3.1	3.1	3.1
Total	100	100	100
Urban			
None	24.4	19	22.5
Primary	25.5	20	23.6
Lower_secondary	10.9	13	11.7
Upper_secondary	25.9	36.6	29.7
University	13.2	11.4	12.5
Total	100	100	100

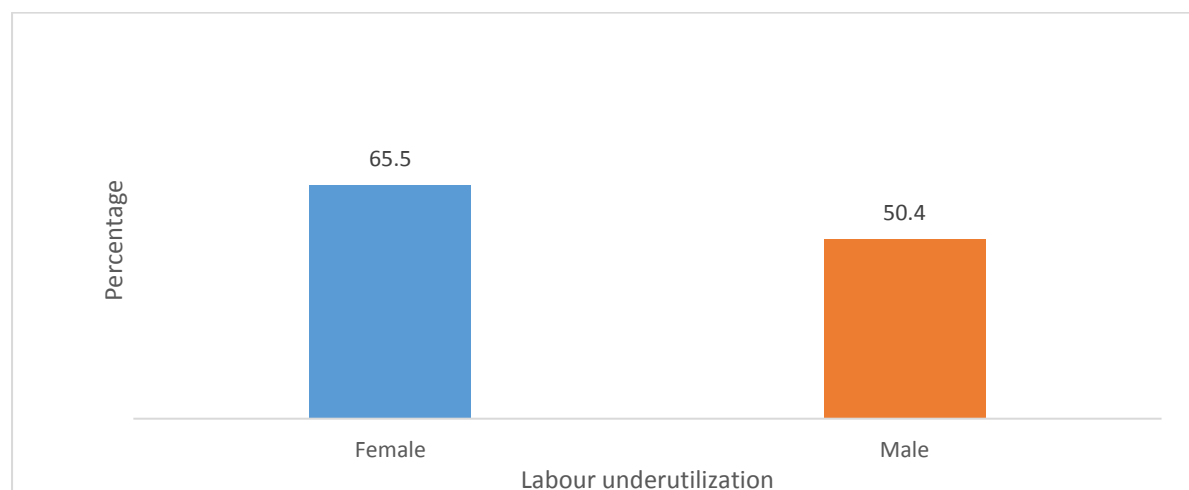
Level of education completed	Female	Male	Total
Rural			
None	48.2	53.4	50.1
Primary	33.9	29.8	32.4
Lower_secondary	7.9	5	6.8
Upper_secondary	9.3	10.6	9.8
University	0.7	1.2	0.9
Total	100	100	100

Source: Labour Force Survey, 2017

Labour underutilization refers to mismatches between labour supply and demand. It reflects the unmet need for employment among the population. Measures of labour underutilization include, but may not be restricted to unemployment; time-related underemployment; and potential labour force⁸.

Data in figure 18 show that, the composite measure of labour underutilization closely follows the pattern of the unemployment rate though at a much higher level. The female rate of labour underutilization is 66% which is higher than the male rate 50 %.

Figure 18: Composition of labour underutilization by sex



Source: Labour Force Survey, 2017

⁸ ILO, *Resolution concerning statistics of the economically active population, employment, unemployment and underemployment*, adopted by the 13th International Conference of Labour Statisticians, Geneva, 1982.

Chapter 5. Income from employment and gender wage gap

5.1 Income from employment

An attempt has been made in the labor force survey (LFS) to measure income from employment in cash and in-kind at the main job for both paid employees and self-employed workers. Because of the differences in the nature of income generation in self-employment and paid employment jobs, the international definition of employment-related income distinguishes between paid employment and self-employment⁹. In the case of paid employment, the concept is defined in terms of its components, namely, remuneration in cash and in kind, profit-related pay and current receipts of employment-related social benefits. In the case of self-employment, the concept is defined as the difference between gross value of output and operating expenses.

Given that respondents are generally reluctant about providing information on their income in surveys, the LFS questionnaire was designed in a way so as to make response as easy as possible. The series of questions begun by asking paid employees the amount earned at their main job in cash the last time they were paid and then by asking the period it covered. If the respondent refused to provide the information or did not know the amount, another question was asked phrased in terms of income ranges rather than exact figures. Similar questions were designed for in-kind income and income from self-employment.

The results showed that despite the special questionnaire design, responses to the questions on income from self-employment and on in-kind income from employment were erratic, exhibiting wide variations and large outliers. It was therefore decided to limit the analysis of the data on cash income from employment of employees at main job for which more reliable data could be obtained. The data were processed on this basis.

Figure 19 and table 19 present the resulting size distribution of cash monthly income from employment of employees at main job. According to these results, the average income from paid employment of female employees at main job was about 41,753 Frws per month which is about 1.6 times lower compared to 69,226 Frws for male employee.

When the age and area of residence are considered, data in table 19 and figure 19 show that the lowest earning age group was consistently the youngest group (16-24 years old) regardless of the area of residence. The difference between female employee average earnings at younger age compared to the one of male though visible in urban and rural area, it increases significantly especially in urban area where female aged 55-64 years old average earnings is about 6.5 times lower compared to the one of male (92,053 Frws against 594,713Frws respectively) while in rural area the difference in the female average earnings in the same age group is 1.5 times lower compared to the one of male (19,270 Frws against 28,589 Frws).

At national level (figure 19), for the same age group (55-64 years) the difference is also higher, female employee average earnings is about 4.6 times lower compared to the one of male (25,563 Frws against 117,188 Frws respectively).

⁹ ILO, *Resolution concerning the measurement of employment-related income*, Sixteenth ICLS, October 1998. For the sake of simplicity, the term “income from employment” is used in this chapter in preference to the more exact term “employment-related income”.

Figure 19: Average monthly income (in Frws) from main employment by age group and sex

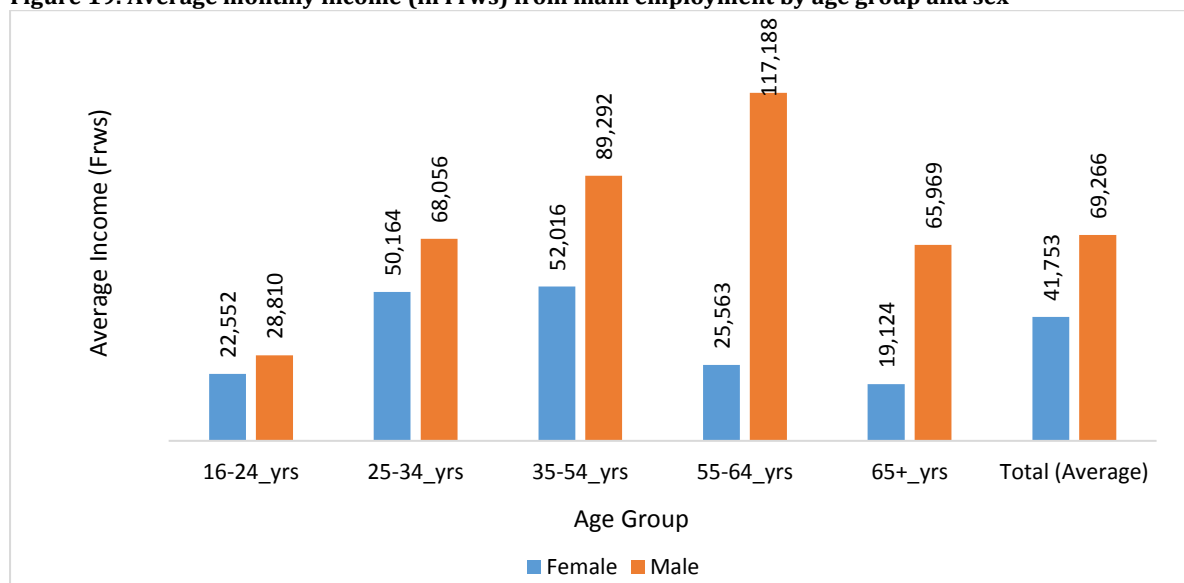


Table 19: Average monthly income (in Frws) from main employment by sex, age group, and urban/rural area

Area of residence	Age group	Average Income (in Frws)		Total
		Female	Male	
RWANDA	16-24_yrs	22,552	28,810	25,880
	25-34_yrs	50,164	68,056	60,733
	35-54_yrs	52,016	89,292	72,881
	55-64_yrs	25,563	117,188	75,093
	65+_yrs	19,124	65,969	48,938
	Total	41,753	69,266	57,253
URBAN	16-24_yrs	23,397	41,558	31,667
	25-34_yrs	114,385	131,305	124,625
	35-54_yrs	167,202	220,633	201,676
	55-64_yrs	92,052	594,713	434,091
	65+_yrs	60,822	326,096	301,857
	Total	94,010	159,010	131,620
RURAL	16-24_yrs	22,082	24,257	23,313
	25-34_yrs	25,133	41,218	34,538
	35-54_yrs	25,723	41,742	34,279
	55-64_yrs	19,270	28,589	24,122
	65+_yrs	18,017	21,173	19,927
	Total	24,116	36,319	30,925

Source: Labour Force Survey, 2017

Educational level is one of the variable that determine the level of earnings. Table 20 and figure 20 present the average monthly income from main employment by sex, level of educational attainment, and urban/rural area. Findings in figure 20 show that, as the level of education attainment increases, the income from main employment job also increases, but regardless of the level of education, female gets lower earnings than their male counterparts with the same educational level. At national level, the most significant difference is observed among those with Primary level where on average a female employee earns about 2.2 times lower per month than male with same level of education

(21,014 Frws against 46,107 Frws), while the lowest difference in earning between female and male employee is observed among those with Upper secondary education level which stands at 1.2 times lower for female compared to male with same education level attained (75,902 Frws against 93,307 Frws).

When the area of residence is considered, data in table 20 show that female consistently earns lower income compared to their male counterparts regardless of the level of education attainment as it is at national level. It is worth noting that, the difference in earning income between female and male is wider in urban than in rural area. The findings show that female in urban area with university level earn 1.4 times lower than their male counterparts with same level of education attainment (307,038 Frws against 425,909 Frws), while in rural area female with university level earn 1.2 times lower than their male counterparts (125,878 Frws against 155,013 Frws). On the other hand, female in urban area with no education level earns on average 1.7 times lower than their male counterparts with same education level (22,148 Frws against 38,054 Frws), while in rural area female with no education level earns 1.4 times lower than their male counterparts (18,113 Frws against 25,339 Frws).

Figure 20: Average monthly income (in Frws) from main employment by level of educational attainment by sex

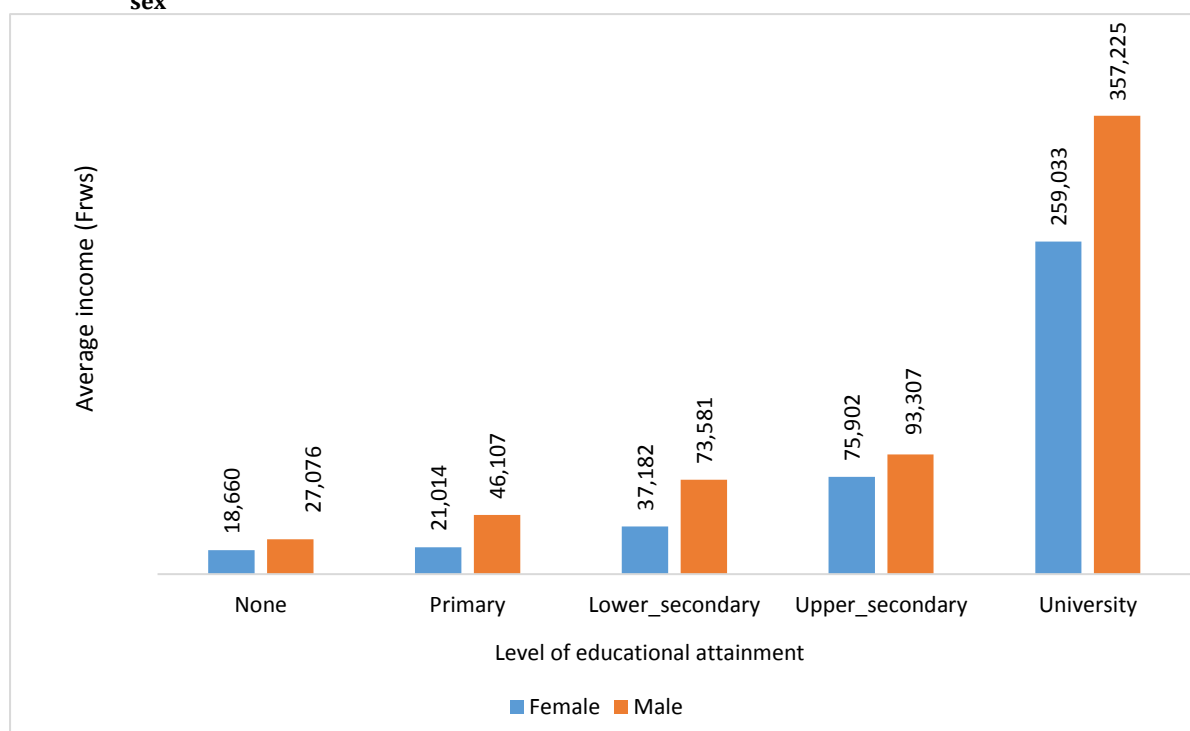


Table 20: Average monthly income (in Frws) from main employment by sex, level of educational attainment, and urban/rural area

Area of residence	Level of education	Average Income (in Frws)		Total
		Female	Male	
RWANDA	None	18,660	27,076	23,115
	Primary	21,014	46,107	35,774
	Lower_secondary	37,182	73,581	61,574
	Upper_secondary	75,902	93,307	86,520
	University	259,033	357,225	318,347
	Total	41,753	69,266	57,253

Area of residence	Level of education	Average Income (in Frws)		Total
		Female	Male	
URBAN	None	22,148	38,054	30,597
	Primary	22,514	70,675	49,877
	Lower_secondary	40,506	92,294	72,647
	Upper_secondary	91,628	126,252	113,086
	University	307,038	425,909	379,282
	Total	94,010	159,010	131,620
RURAL	None	18,113	25,339	21,936
	Primary	20,423	37,456	30,568
	Lower_secondary	33,598	60,152	52,474
	Upper_secondary	62,262	62,421	62,358
	University	125,878	155,013	143,168
	Total	24,116	36,319	30,925

Source: Labour Force Survey, 2017

The type of occupation is one of the variables that determine the level of earnings. Table 21 and figure 21 present the Average monthly income from main employment by occupation group, urban/rural area by sex. As can be seen in the figure 21, in general except for females whose occupation group is in service and sales workers, female earns less income on average than their male counterparts in all other occupation groups. Although the average monthly income earnings of female whose occupation is manager is the highest compared to other occupations, it is still 1.3 times lower compared to male managers (383,232 Frws against 509,456 Frws). On the other hand the elementary occupations is the lowest in terms of providing sufficient average monthly income, where female earns 1.4 times less than their male counterparts (19,085 Frws against 26,749 Frws).

Considering the area of residence, data in table 21 show that in urban area female consistently earns lower income compared to their male counterparts regardless of type of occupation groups they belong to, while in rural area, in some occupations, female on average earns quite higher per month compared to their male counterparts in three occupations namely Technicians and associate professionals, Clerical support workers, Service and sales workers.

Figure 21: Average monthly income (in Frws) from main employment by occupation groups by sex

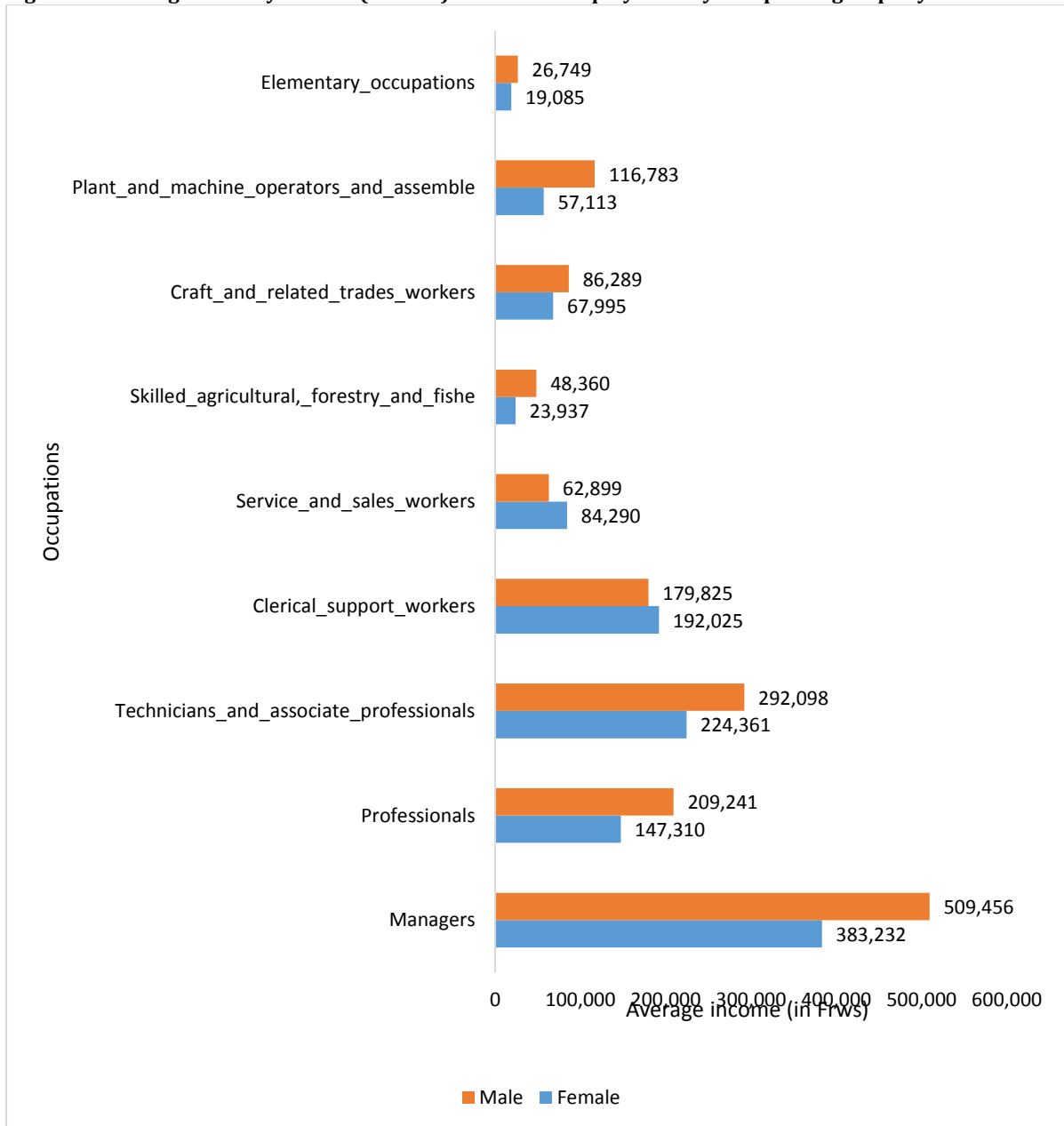


Table 21: Average monthly income (in Frws) from main employment by occupation groups, urban/rural area by sex

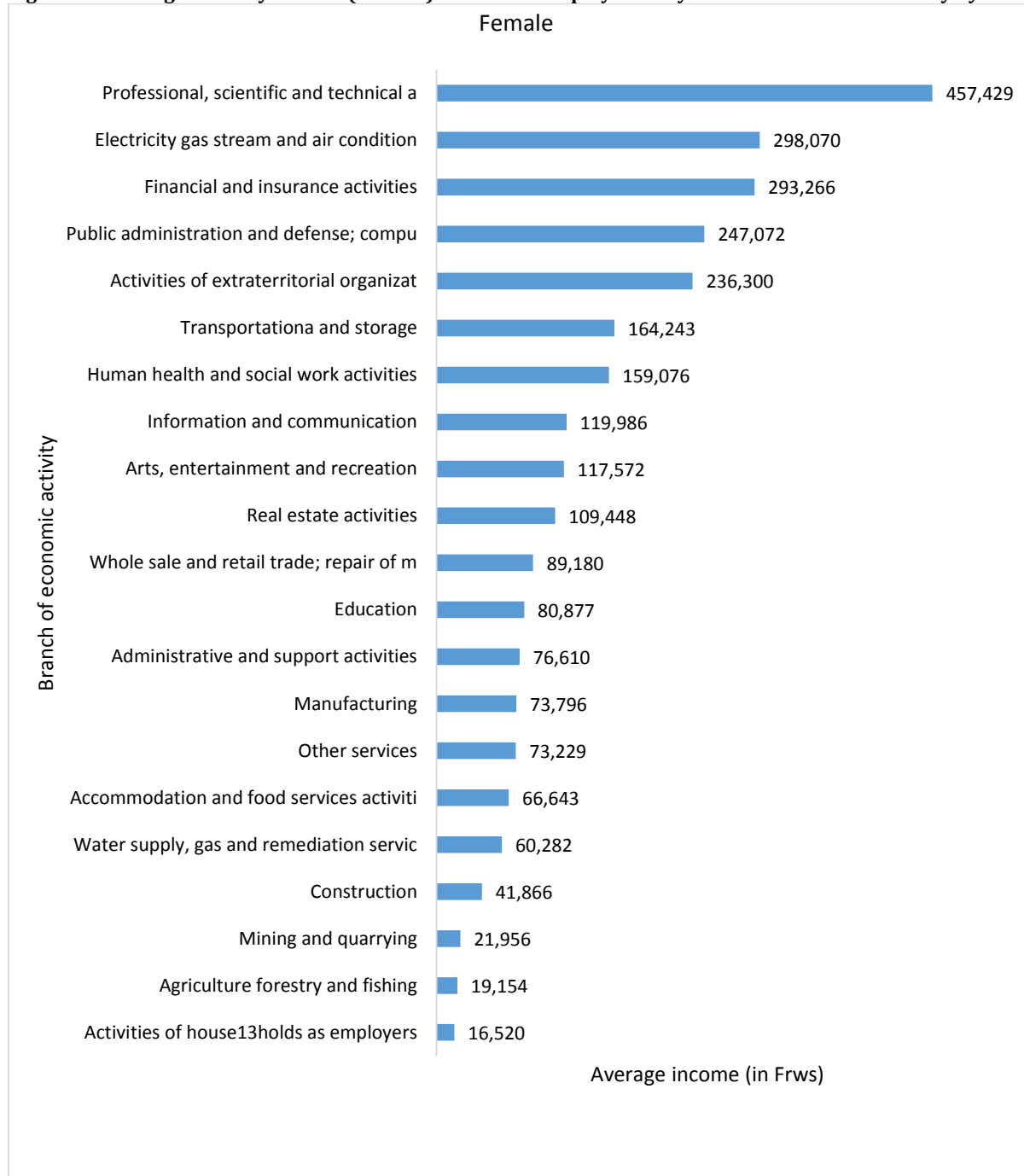
Area of residence	Occupation	Average Income (in Frws)		Total
		Female	Male	
RWANDA	Managers	383,232	509,456	462,094
	Professionals	147,310	209,241	185,805
	Technicians_and_associate_professionals	224,361	292,098	268,183
	Clerical_support_workers	192,025	179,825	187,314
	Service_and_sales_workers	84,290	62,899	68,713
	Skilled_agricultural_forestry_and_fishe	23,937	48,360	38,409
	Craft_and_related_trades_workers	67,995	86,289	85,502
	Plant_and_machine_operators_and_assemblers	57,113	116,783	116,001
	Elementary_occupations	19,085	26,749	22,940
	Total	41,753	69,266	57,253
URBAN	Managers	446,060	585,532	534,810
	Professionals	235,732	317,239	288,504
	Technicians_and_associate_professionals	271,070	389,942	347,469
	Clerical_support_workers	186,986	202,184	192,950
	Service_and_sales_workers	101,926	85,938	91,210
	Skilled_agricultural_forestry_and_fishe	75,789	129,690	111,747
	Craft_and_related_trades_workers	86,824	123,487	120,285
	Plant_and_machine_operators_and_assemble	65,178	140,579	139,536
	Elementary_occupations	21,222	36,436	28,147
	Total	94,010	159,010	131,620
RURAL	Managers	162,231	167,048	165,013
	Professionals	72,830	96,289	86,826
	Technicians_and_associate_professionals	123,634	92,880	103,466
	Clerical_support_workers	212,739	73,882	162,876
	Service_and_sales_workers	54,018	41,685	44,260
	Skilled_agricultural_forestry_and_fishe	18,160	35,328	28,154
	Craft_and_related_trades_workers	34,331	70,248	69,437
	Plant_and_machine_operators_and_assemble	41,749	77,871	77,441
	Elementary_occupations	18,591	24,973	21,864
	Total	24,116	36,319	30,925

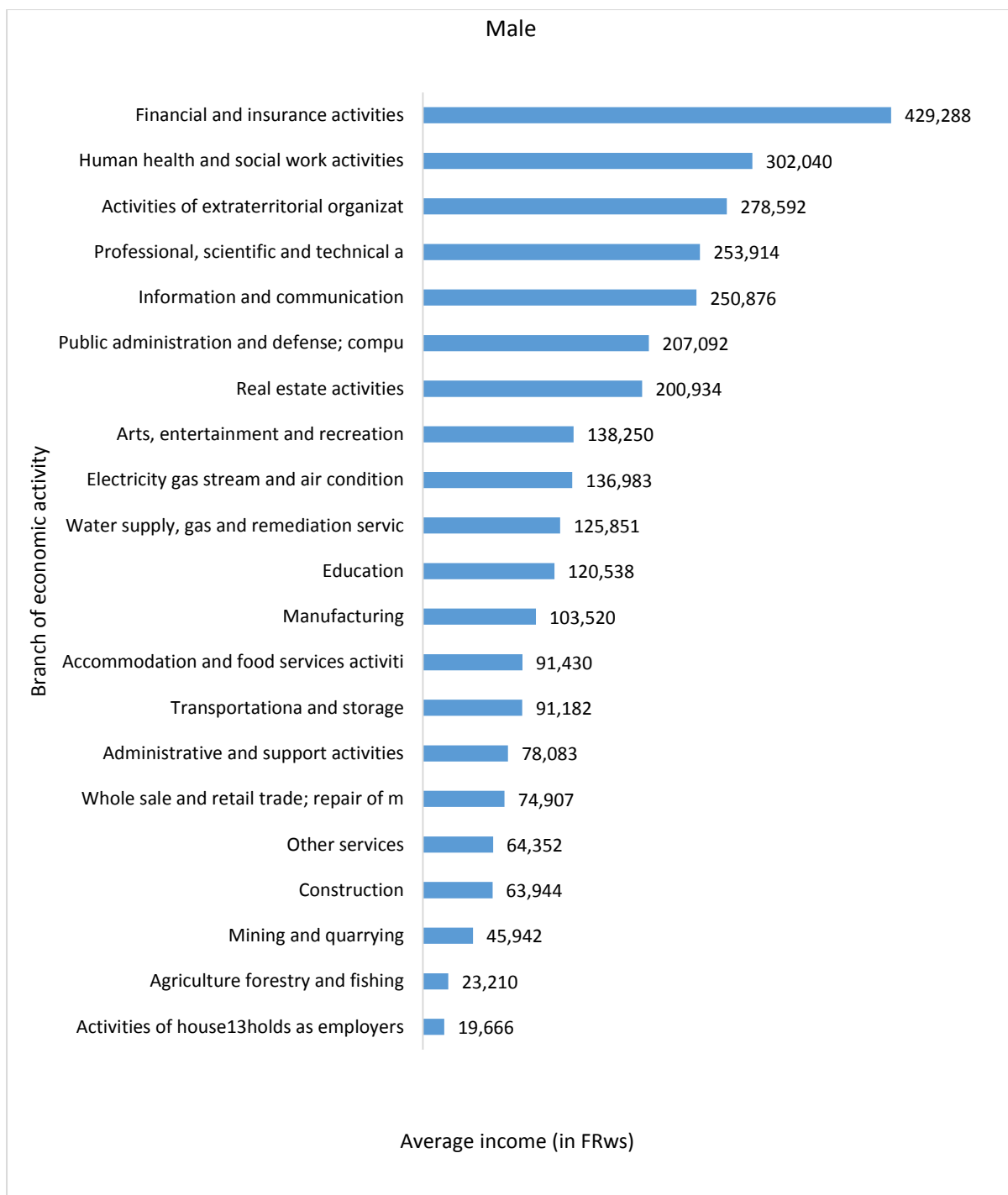
Source: Labour Force Survey, 2017

Figure 22 presents the Average monthly income from main employment by branch of economic activity and urban/rural area by sex. The findings show that, on average, females earn less income on monthly basis than their male counterparts in fifteen out of 21 branches of economic activity classified. The six economic branches where female earns more than their male counterparts are Professional, scientific and technical activities; Whole sale and retail trade; repair of motor vehicles; Transportation and storage; Public administration and defense; and finally Other services. The average monthly income earnings of female in Professional, scientific and technical activities (which was the highest paying branch of economic activity for female) was 1.8 times higher than that of male (457,429 Frws against 253,914 Frws). On the other hand, the average monthly income earnings of male in the Financial and insurance activities (which was the highest

paying branch of economic activity for male) was 1.5 times higher than that of female (293,266 Frws for female against 429,288 Frws for male).

Figure 22: Average monthly income (in Frws) from main employment by branch of economic activity by sex





Source: Labour Force Survey, 2017

Table 22 presents the resulting size distribution of monthly cash income from employment of employees at main job by sex. According to these results, 56 % of female in paid employment at main job were earning an income of less than 20,000 Frws per month compared to 34 % of male, while only 8 % of female in paid employment were earning a monthly income ranging from 100,000 Frws and above compared to 16% of male. It should be noted, in general, that as the monthly income interval from employment of employee at main job increases, the size (percentage) of female who earns higher monthly income decreases significantly, while for male although a decreasing trend is observed, it is not that significant as compared to female.

Considering the area of residence, the findings show that, 36% of female in paid employment at main job in urban area were earning a monthly income of less than 20,000Frws compared to 15%, while 24% of female were earning a monthly income ranging from 100,000 Frws and above compared to 40% of male. In rural area, majority of female (63 %) and male (42%) were earning less than 20,000 Frws per month.

Table 22: Size distribution of income from employment by urban/rural area and sex

Area of residence	Income interval (per month)	Sex		Total
		Female	Male	
RWANDA	Less than 20000 RFW	55.9	34.1	43.6
	20000-29999 RWF	22.5	20.6	21.4
	30000-49999 RWF	8.3	13.5	11.2
	50000 - 99999 FRW	4.7	14.8	10.4
	100000 and above RWF	7.9	15.5	12.2
	Not stated	0.7	1.5	1.2
	Total	100	100	100
URBAN	Less than 20000 RFW	36.4	14.5	23.6
	20000-29999 RWF	17.7	11.8	14.2
	30000-49999 RWF	11	10.9	10.9
	50000 - 99999 FRW	9.3	20.3	15.7
	100000 and above RWF	24.1	39.6	33.1
	Not stated	1.5	3	2.4
	Total	100	100	100
RURAL	Less than 20000 RFW	62.5	41.5	50.8
	20000-29999 RWF	24.1	23.9	24
	30000-49999 RWF	7.4	14.4	11.3
	50000 - 99999 FRW	3.1	12.7	8.5
	100000 and above RWF	2.4	6.5	4.7
	Not stated	0.4	1	0.7
	Total	100	100	100

Source: Labour Force Survey, 2017

5.2. Gender wage gap

Globally, the gender wage gap is estimated to be 23 per cent; in other words, women earn 77 percent of what men earn (ILO, 2011a)¹⁰. Gender pay gap measures the relative difference between the male average hourly pay and the female average hourly pay for doing the same type of work. In line with the ILO decent work indicator, gender pay gap may be measured as the difference between the gross average hourly earnings of male and female employees expressed as percentage of gross average hourly earnings of male employees¹¹. The limitation in this methodology is that it overlooks different factors that may be the source of wage gap such as the level of education, length of work experience, occupation, area of residence, industry, etc. Not taking into account these factors may result to the over estimation of gender wage gap. In this report the extended Mincer equation¹² have been used to control those differences in individuals characteristics as

¹⁰ International Labour Office: *Women at Work: Trends 2016*:– Geneva: ILO, 2016

¹¹ ILO, *Decent Work Indicators Concepts and definitions, ILO Manual (First version)*, May 2012, pp. 130-131.

¹² Heckman, James J., Lochner, Lance J., and Todd, Petra E., "Fifty Years of Mincer Earnings Regressions,"

well as differences in their jobs such as occupation, industry, formality status and the type of contract in order to compare, to the extent possible, the means wages of male and female working in similar jobs.

After controlling for the above mentioned variables, the results in the table 23 shows that there is no significant gender pay gap in hourly earnings at 5 percentage level of significance, only a small gap of 3% which is statistically significant at 10% level of significance appears. However, if the monthly earnings is used, we observe women are paid around 13% lower than the monthly salary of men. The different results in using hourly or monthly earning may indicates that the monthly working time of men is higher than the one of females or high level of involvement of females in part time jobs than males.

Based on the results in both tables 22 and 23 one can concludes that the lower wages of females compared to those of males as showed in table 22 are mostly due to the differences in occupations, level of education, etc.

Table 23: Gender wage gap using extended Mincer earning equation

	(1)	(2)	(3)	(4)
VARIABLES	Employee hourly	Employee public	Employee private	Employee monthly
female	-0.0284* (-1.91)	-0.0544 (-1.38)	-0.0196 (-1.22)	-0.1336*** (-12.03)
Age	0.0333*** (9.25)	0.0251* (1.70)	0.0338*** (9.12)	0.0440*** (16.45)
urban	0.3376*** (16.16)	0.5537*** (13.13)	0.2751*** (11.30)	0.4354*** (26.94)
Age squared	-0.0003*** (-7.04)	-0.0001 (-0.63)	-0.0003*** (-7.23)	-0.0005*** (-13.87)
Primary	0.1115*** (6.06)	0.2319** (2.03)	0.1107*** (5.93)	0.1170*** (9.07)
Lower_sec	0.3013*** (7.61)	0.4777*** (3.74)	0.2920*** (6.99)	0.3253*** (10.69)
Upper_sec	0.5216*** (14.46)	0.7514*** (7.65)	0.4942*** (12.20)	0.5186*** (18.32)
University	1.4065*** (31.80)	1.6058*** (15.75)	1.2783*** (21.89)	1.3261*** (36.43)
managers	0.8606*** (13.67)	0.6759*** (5.54)	0.9394*** (11.21)	0.9404*** (16.39)
professional	0.3945*** (8.59)	0.1059 (1.02)	0.6334*** (9.88)	0.4462*** (11.73)
Technician	0.6808*** (10.82)	0.4044*** (3.41)	0.8043*** (9.70)	0.6517*** (12.42)
clerical	0.3936*** (6.32)	0.2145* (1.66)	0.4571*** (6.17)	0.4996*** (9.24)
service	-0.1076*** (-2.82)	-0.0331 (-0.30)	-0.1303*** (-3.19)	0.1723*** (5.99)
agriculture	0.3323*** (2.82)	0.0692 (0.44)	0.3405*** (2.79)	0.1592** (2.40)
craft_w	0.5269*** (14.14)	0.5823*** (4.24)	0.5318*** (13.86)	0.5472*** (18.76)
plant	0.6206*** (10.58)	0.4914*** (3.05)	0.6364*** (10.24)	0.7455*** (15.27)
Industry	0.2743*** (12.07)	-0.3312** (-2.20)	0.2978*** (12.75)	0.4583*** (26.26)
Services	-0.0063 (-0.21)	-0.5759*** (-4.59)	0.0365 (1.12)	0.1394*** (6.16)
formal	0.0173 (0.74)	0.0585 (1.02)	0.0168 (0.64)	0.2043*** (10.52)
permanent	-0.3027*** (-12.96)	-0.1502*** (-2.72)	-0.3128*** (-12.15)	-0.0845*** (-4.56)
Constant	4.3913*** (63.59)	4.6977*** (16.24)	4.3957*** (61.53)	8.9044*** (175.52)
Observations	12,884	1,517	11,367	12,884
R-squared	0.4408	0.5903	0.3696	0.6921

Source: Labour Force Survey, 2017

Chapter 6. Participation in training programmes

The role of training for insertion or reinsertion into the labour market is widely recognized. In order to assess the outreach of training among the youth and adults as well as to understand the nature of the demand for training in terms of subject of courses and type of training providers, the LFS questionnaire included four questions on current participation or past acquisition of any trade or technical vocational course among all eligible respondents.

Table 24 gives the distribution of training courses completed. In total an estimated 997,363 persons aged 16 years and above completed a trade or technical training course in the past with 45 % among them being females and 55 % being males. There is in total 40 training course subjects. Among them, the most popular training course among female (in terms of number of participants) was tailoring with 285,251, followed in second position by hairdressing with 39,233 and thirdly by Crochet embroidery 35,150, while for male the most popular are masonry with 211,793, secondly followed by carpentry with 72,890 and thirdly Automotive body repair with 61,014 .

Table 24 : Population 16 years old in/attended trade and technical training by technical skills learned by sex

Technical skills learned	Number			Percentage (%)		
	Female	Male	Total	Female	Male	Total
Masonry	9,018	211,793	220,811	4.1	95.9	100.0
Carpentry	1,733	72,890	74,623	2.3	97.7	100.0
Automotive technology.	894	17,848	18,742	4.8	95.2	100.0
Culinary arts	35,005	13,070	48,075	72.8	27.2	100.0
Domestic Electricity	1,710	24,436	26,146	6.5	93.5	100.0
Welding	596	28,428	29,024	2.1	97.9	100.0
Plumbing	657	5,123	5,779	11.4	88.6	100.0
Food processing	2,036	3,107	5,142	39.6	60.4	100.0
Animal health	130	969	1,099	11.8	88.2	100.0
Auto- Electricity	142	1,634	1,776	8.0	92.0	100.0
Automotive body repair	2,397	61,014	63,410	3.8	96.2	100.0
Computer maintenance	1,053	2,974	4,027	26.1	73.9	100.0
Engine mechanics	103	11,255	11,358	0.9	99.1	100.0
Music	0	1,223	1,223	0.0	100.0	100.0
Painting and decoration	1,649	5,793	7,441	22.2	77.9	100.0
Multimedia	507	775	1,282	39.5	60.5	100.0
Networking	569	2,889	3,457	16.5	83.6	100.0
Tailoring	285,251	26,361	311,612	91.5	8.5	100.0
Industrial electricity	241	3,670	3,910	6.2	93.9	100.0
Nursery growing	513	145	658	78.0	22.0	100.0
Livestock	2,110	1,931	4,041	52.2	47.8	100.0
Horticulture production	462	0	462	100.0	0.0	100.0
Food & Beverage services	5,007	1,260	6,267	79.9	20.1	100.0
Front office	2,778	2,337	5,115	54.3	45.7	100.0
Leather craft	918	1,429	2,346	39.1	60.9	100.0
Hairdressing	39,233	9,955	49,188	79.8	20.2	100.0
Biding and Jewelries	7,131	1,742	8,873	80.4	19.6	100.0
Software Development	3,731	1,534	5,265	70.9	29.1	100.0
NCDs and Palliative Care Community Health	415	782	1,197	34.7	65.3	100.0

Technical skills learned	Number			Percentage (%)		
	Female	Male	Total	Female	Male	Total
Agriculture Mechanization	0	116	116	0.0	100.0	100.0
Agri-Business	2,106	753	2,858	73.7	26.3	100.0
Bee Keeping	458	507	965	47.5	52.5	100.0
Manicure and Pedicure	983	0	983	100.0	0.0	100.0
Beauty therapy	1,459	1,193	2,653	55.0	45.0	100.0
Screen printing	0	1,003	1,003	0.0	100.0	100.0
Sport and Medical Massage	159	328	487	32.6	67.4	100.0
Crochet embroidery	35,150	1,617	36,767	95.6	4.4	100.0
Pottery	600	1,640	2,240	26.8	73.2	100.0
Motor vehicle engine mechanics	176	15,865	16,041	1.1	98.9	100.0
Film making	418	1,545	1,964	21.3	78.7	99.9
Other	3,609	5,327	8,936	40.4	59.6	100.0
Total	451,105	546,259	997,363	45.2	54.8	100.0

Source: Labour Force Survey, 2017

The data on participation in training courses may be further analyzed in terms of the place/ type of institution providing the training course and as well as the main sponsor. Table 25 presents the percentage distribution of population 16 years old and over who received trade and technical training by place of the training, main sponsor by sex.

The findings show that the three main popular place of training among females are vocational schools, followed secondly by learning from friends or family and in third position at NGO, while for males are vocational schools, followed secondly by learning from friends or family and in third position apprenticeship or on job training.

On the other hand, the three main sponsors of technical training among females are parents/self-financing followed secondly by training free of charge and in third position a non-profit organization/charity, while for males it is also parents/self-financing in first place followed by training free of charge and in third position the government.

Table 25: Percentage distribution of population 16 years old and over who received trade and technical training by place of the training, main sponsor by sex

Place of Technical skills	Number			Percentage (%)		
	Female	Male	Total	Female	Male	Total
Vocational School Course	298,922	329,150	628,073	47.6	52.4	100.0
Apprenticeship or on job Training	28,996	96,922	125,919	23.0	77.0	100.0
Learned from a friend or Family	69,447	99,577	169,024	41.1	58.9	100.0
NGO	42,648	15,399	58,046	73.5	26.5	100.0
Community organization	10,316	3,582	13,898	74.2	25.8	100.0
Apprenticeship or on job Training	776	1,628	2,404	32.3	67.7	100.0
Main sponsor						
Government	34,248	37,286	71,533	47.9	52.1	100.0
Employer	80	2,796	2,875	2.8	97.3	100.0
Self-financing/Parents	259,264	324,068	583,333	44.4	55.6	100.0
Private institutions/agencies/persons	4,893	5,929	10,822	45.2	54.8	100.0
Non-profit organization/charity	66,672	35,928	102,601	65.0	35.0	100.0
International organization	6,756	3,734	10,489	64.4	35.6	100.0
He/she didn't pay	79,191	136,519	215,710	36.7	63.3	100.0
Total	451,105	546,259	997,363	45.2	54.8	100.0

Source: Labour Force Survey, 2017

The data on participation in training courses may be further analyzed also in terms of the length of training course. Table 26 presents the population 16 years old and over in trade/attended or training courses by duration of training by sex. The findings show that, majority of female prefer a training course of one year, which is slightly shorter compared to the duration male prefer which is a course of three years and above. Although male prefer longer period course, even at shorter courses male are dominants in terms of numbers compared to those of females, except for training of 3-6 months where majority are females.

Table 26: Population 16 years old and over in trade/attended or training courses by duration of training by sex

Duration of training	Number			Percentage (%)		
	Female	Male	Total	Female	Male	Total
Less than One month	2,476	2,851	5,327	46.5	53.5	100.0
1-3 months	26,596	27,690	54,286	49.0	51.0	100.0
3-6 Months	120,942	110,808	231,750	52.2	47.8	100.0
One Year	157,909	163,846	321,755	49.1	50.9	100.0
Two Years	54,676	75,820	130,496	41.9	58.1	100.0
Three years or more	88,505	165,245	253,751	34.9	65.1	100.0
Total	451,105	546,259	997,363	45.2	54.8	100.0

Source: Labour Force Survey, 2017

Evaluating the success or non-success of the training courses in terms of the current employment status of the graduates, it may be said that training courses with the highest percentage of graduates currently employed were the most successful, and training courses with the lowest percentage of graduates currently employed were the least successful. In this sense, the LFS August 2017 included a question on the success of the training course in terms of "what happened after the completion of the course". The results presented in Figure 23 and Table 27 show that 53% of female and 74% of the graduates reported improvement in their life status after finishing the training course. These included 48% of male and only 18 % of female who managed to get a job or were

able to find a job following the training course and 30% of female and 20% of male who managed to start their own business. By contrast a considerable portion of female (47%) and male (26%) reported no particular improvement in their situation after completion of the training course.

Figure 23: Reported benefits after completing vocational training by sex

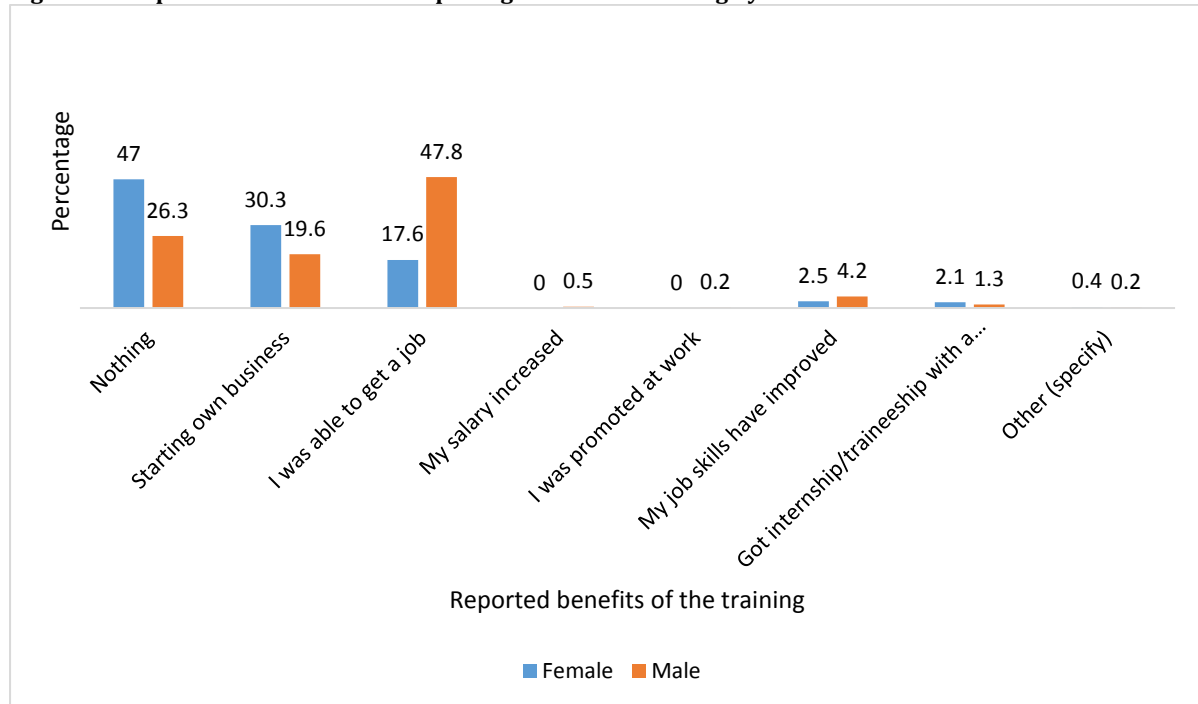


Table 27: Reported benefits after completing vocational training by sex

What happened after you completed the course?	Sex		Total
	Female	Male	
Nothing	47	26.3	35.6
Starting own business	30.3	19.6	24.4
I was able to get a job	17.6	47.8	34.3
My salary increased	0	0.5	0.3
I was promoted at work	0	0.2	0.1
My job skills have improved	2.5	4.2	3.4
Got internship/traineeship with a company	2.1	1.3	1.6
Other (specify)	0.4	0.2	0.3
Total	100	100	100

Source: Labour Force Survey, 2017

Chapter 7. Own-use producers and subsistence foodstuff producers

7.1 Foodstuff producers

The international standards on statistics of work, employment and labour underutilization define *own-use producers* as all persons of working age who were engaged in own-use production work for at least one hour during the reference period. Own-use production comprises any activity to produce goods or provide services for own final use, interpreted to mean production where the intended destination of the output as self-declared is *mainly* for final use by the producer in the form of capital formation, or final consumption by household members, or by family members living in other households. In the case of agricultural, fishing, hunting or gathering goods intended mainly for own consumption, a part or surplus may nevertheless be sold or bartered.

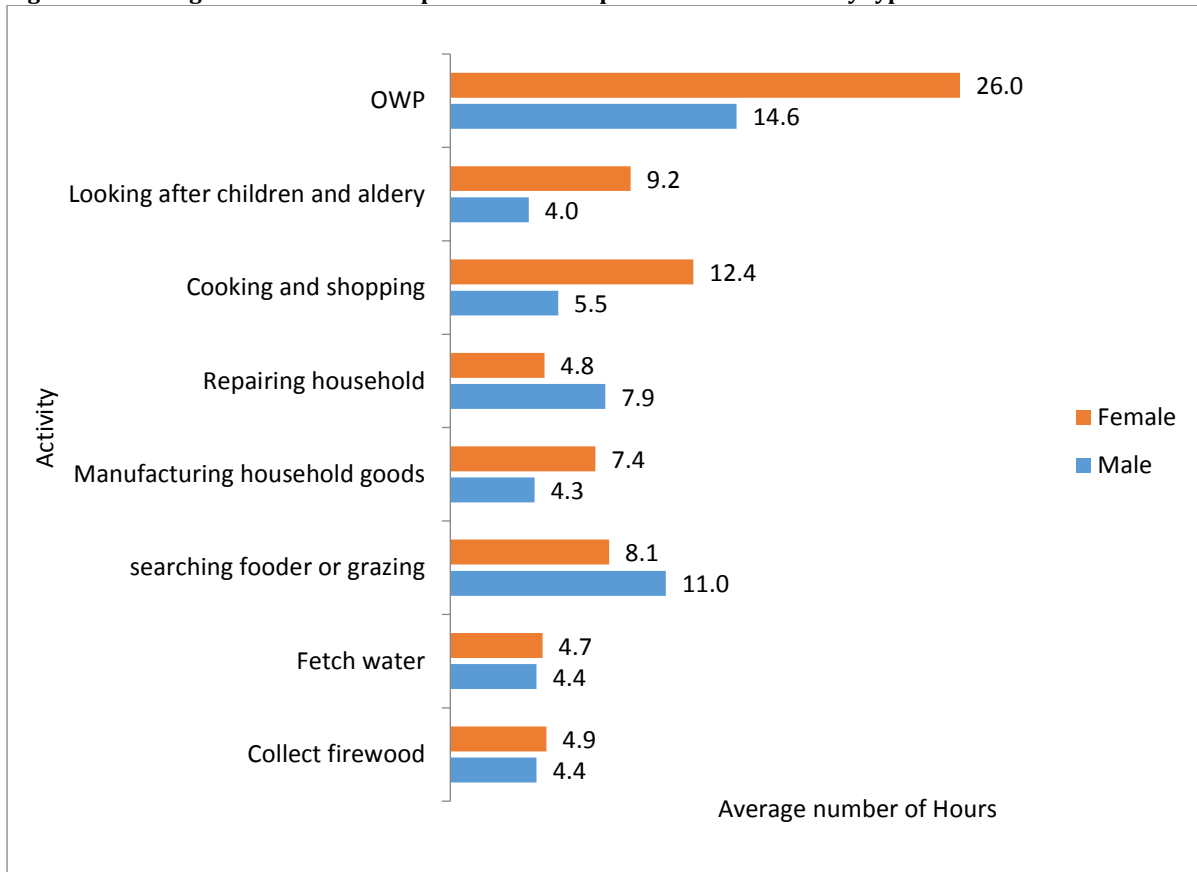
Production of goods is within the system of national accounts (SNA) production boundary and covers: (i) producing or processing for storage agricultural, fishing, hunting and gathering products; (ii) collecting or processing for storage mining and forestry products, including firewood and other fuels; (iii) fetching water from natural and other sources; (iv) manufacturing household goods (such as furniture, textiles, clothing, footwear, pottery or other durables, including boats and canoes); (v) building, or effecting major repairs to, one's own dwelling, farm buildings, etc.

Provision of services is within the SNA general production boundary and covers (i) household activities of accounting and management, purchasing or transporting goods; (ii) preparing or serving meals, household waste disposal and recycling; (iii) cleaning, decorating and maintaining one's own dwelling or premises, durables and other goods, and gardening; (iv) childcare and instruction, transporting and caring for elderly, dependent or other household members and domestic animals or pets, etc.

Information about participation and time-spent in own-use production work is essential to inform a wide range of policies including those targeting employment creation in rural areas, poverty reduction, food security, and provision of a wide range of services, including water supply, child and elderly care, domestic services, etc. It is also essential for addressing gender issues in the world of work and for better understanding participation and access to labour markets, and related issues such as work-life balance.

The 2017 LFS questionnaire contained seven questions on time spent on different types of own-use production work excluding production or processing of food stuff. The results are shown in figure 24. The data indicate that female devoted on average 26 hours per week on own-use production work compared to only 15 hours for male which is almost twice lower than the time spent by female. The activities in which females were spending more time than men per week were cooking and shopping (12 hours against 6 hours) followed in second position by looking after children or elderly (9 hours against 4 hours), and in third position manufacturing household goods (7 hours against 4 hours) while males were spending more time than female per week only in two main activities namely searching folder or grazing (11 hours against 8 hours) and repairing own houses (8 hours against 5 hours).

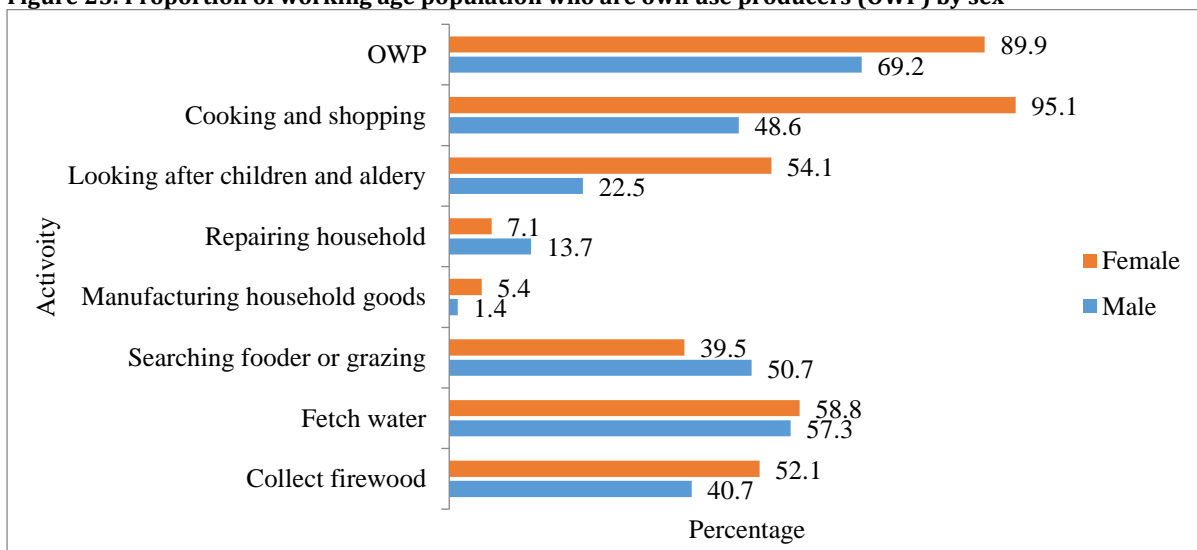
Figure 24: Average number of hours spent in own use production activities by type and sex



Source: Labour Force Survey, 2017

Figure 25 below illustrates the proportion of working age population who were engaged in own use production activities by sex. Females are more engaged in own use production (90%) than males (69%). Except for repairing of own dwelling/house and searching fooder or grazing, the proportion of working age females engaged in other type of own use production activities was higher than the proportion of working age males. It should be noted that, the proportion of female carrying out the activity of cooking and shopping is almost twice the one of male (95 % compared to 49% respectively).

Figure 25: Proportion of working age population who are own use producers (OWP) by sex



Source: LFS February 2017

7.2 Subsistence foodstuff producers

Subsistence foodstuff producers constitute an important subgroup of persons in own-use production work. They are defined as all those who performed any of the activities specified above as *production of goods* in order to produce foodstuff from agriculture, fishing, or gathering that contribute to the livelihood of the household or family. The definition excludes persons who engaged in such production as recreational or leisure activities.

Table 28 present the average time spend per week on subsistence foodstuff production by sex. The data shows that on average female spend about 21 hours per week on subsistence foodstuff production compared to 20 hours for their male counterparts. The average number of hours of work on subsistence foodstuff production among the employed was 20hours per week.

Table 28: Average time spend per week on subsistence foodstuff production by sex

Sex	Average time in subsistence foodstuff production
Female	20.9
Male	19.6
Total	20.4

Source: Labour Force Survey, 2017

Chapter 8. Working time in Employment

The international definition of employment is expansive covering even one hour of work during the reference week. It is thus important that employment is analyzed in conjunction with data on hours of work in order to distinguish the various intensities of employment. Data on hours of work are also necessary to calculate time-related underemployment and hourly income from employment so that the resulting income data are comparable across different categories of workers. The August, 2017 LFS measured two concepts of hours of work:

- Hours actually worked: The time spent in a job for the performance of activities that contribute to the production of goods and services during the specified reference period. It includes the direct hours that the person is engaged in the activities, as well as the related hours such as waiting time, on-call, resting time, coffee break, prayer, etc. It excludes annual leave, public holidays, sick leave and other leave, as well as commuting time between work and home, longer breaks such as meal breaks and educational activities, even if authorized by the employer.
- Hours usually worked: The hours actually worked in a job during a typical week (or in general any specific reference period). In principle, it is calculated as the most frequent number of hours that a person actually worked per week during the past month.

According to the results shown in Table 29, the average number of hours usually worked per week by a female employee in the main job was 36 hours compared to 42 hours for male. Findings in figure 26 show that, across all working age groups, female have slightly lower average number of hours usually worked per week compared to male. When the area of residence is considered, the data show that female employee in urban areas usually work on average 50 hours per week which is higher compared to the average hours of 31 hours usually worked by female in rural area. Male living in urban area usually work on average 51 hours per week which is higher also compared to 38 hours for those in rural area. It is worth noting that, across all working age groups, female living in urban areas usually work more hours than their peers in rural area, and the same pattern is observed among male employed population.

Figure 26: Average number of hours usually worked per week by sex, age group, and urban/rural area

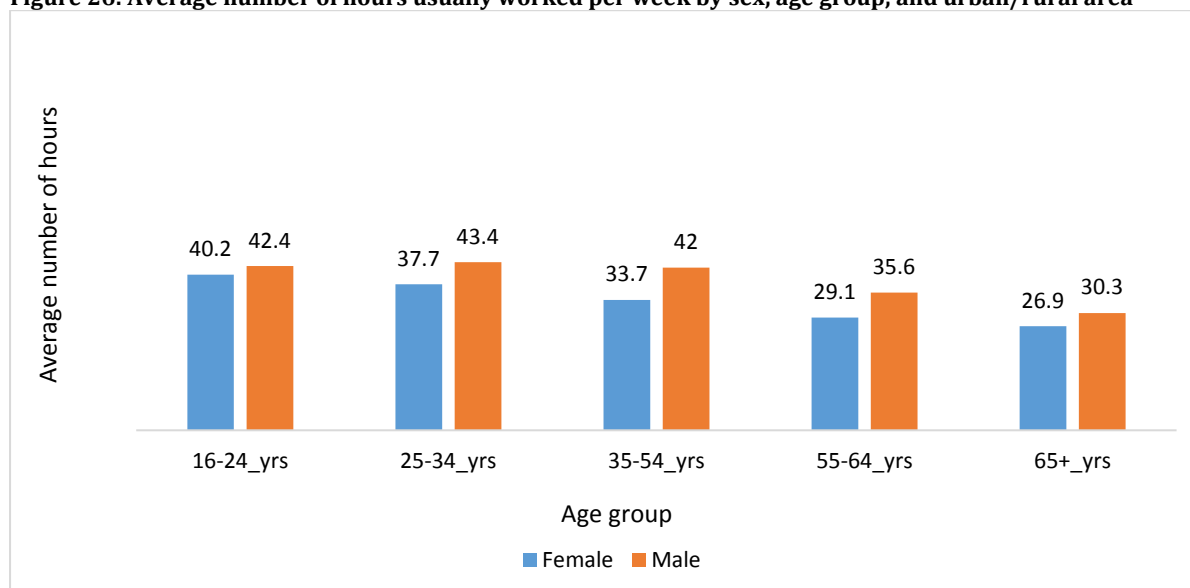


Table 29: Average number of hours usually worked per week by sex, age group, and urban/rural area

Area of Residence	Age group	Average number of hours Usually worked		
		Female	Male	Total
Rwanda	16-24_yrs	40.2	42.4	41.4
	25-34_yrs	37.7	43.4	41
	35-54_yrs	33.7	42	38.2
	55-64_yrs	29.1	35.6	32.7
	65+_yrs	26.9	30.3	29
	Total	36.1	42	39.4
Urban	16-24_yrs	56.5	51.8	54.3
	25-34_yrs	49.5	52.1	51
	35-54_yrs	44.7	51.2	48.5
	55-64_yrs	41.2	46.4	44.5
	65+_yrs	38.8	38.4	38.5
	Total	49.6	51.3	50.5
Rural	16-24_yrs	32	39.2	36.1
	25-34_yrs	32.6	39.6	36.7
	35-54_yrs	30.2	38.4	34.6
	55-64_yrs	27.2	33.1	30.3
	65+_yrs	25.5	28.4	27.3
	Total	31	38.4	35.1

Source: Labour Force Survey, 2017

The results in Figure 27 and Table 30 show that the average number of hours actually worked per week by a female employee in the main job was 30 hours compared to 34 hours for male. Findings in figure 27 show that, in general, across all working age groups, female have slightly lower average number of hours actually worked per week compared to male. When the area of residence is considered, the data show that female employee in urban areas actually work on average 44 hours per week which is higher compared to the average hours of 24 hours actually worked by female in rural area, while, male living in urban area actually work on average 44 hours per week which is higher also compared

to 31hours for those in rural area. It should be noted that female aged 16-24 and those aged 65 years and above actually work on average more hours than their male counterparts in the same aged groups. Also, it is worth noting that, across all working age groups, female living in urban areas usually work more hours than their peers in rural area, and the same pattern is observed among male employed population.

Figure 27: Average number of hours actually worked during reference week by sex, age group, and urban/rural area

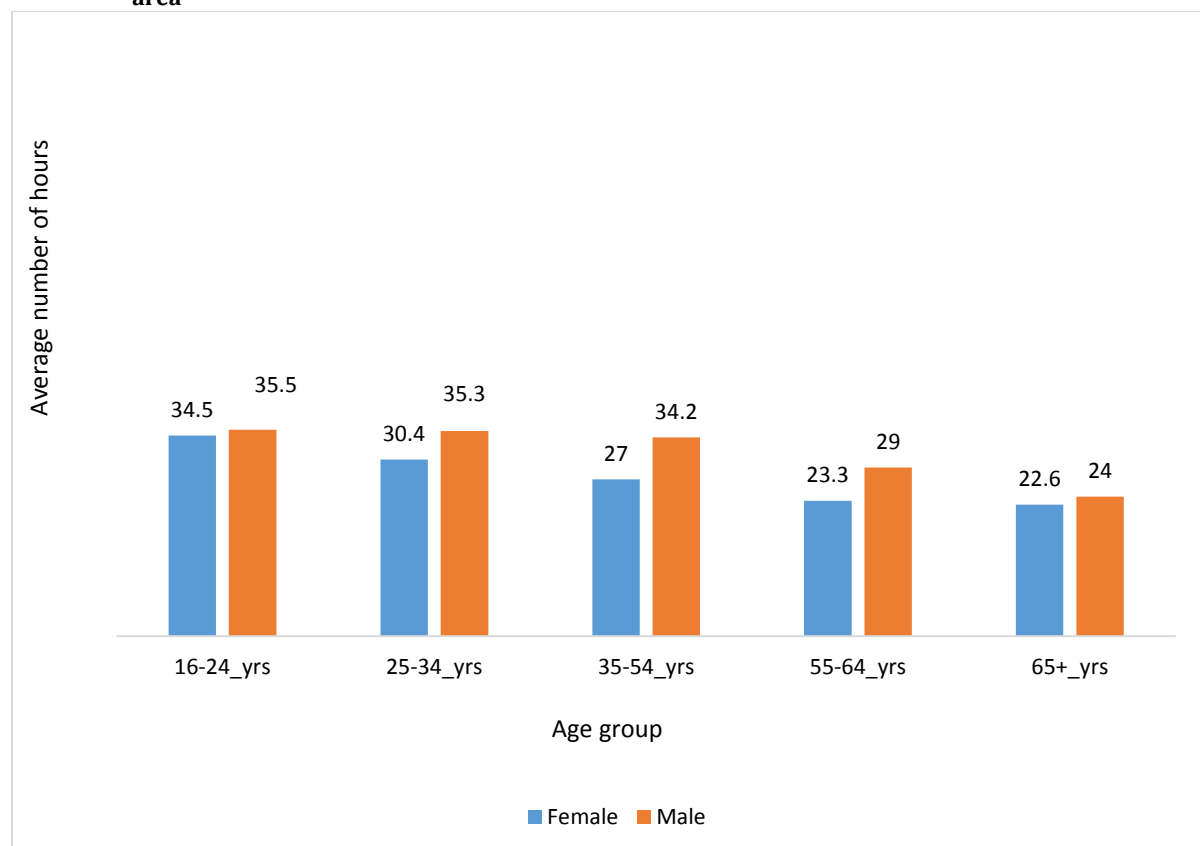


Table 30: Average number of hours actually worked during reference week by sex, age group, and urban/rural area

Area of residence	Age group	Average number of hours Actually worked		Total
		Female	Male	
Rwanda	16-24_yrs	34.5	35.5	35.1
	25-34_yrs	30.4	35.3	33.3
	35-54_yrs	27	34.2	30.9
	55-64_yrs	23.3	29	26.4
	65+_yrs	22.6	24	23.5
	Total	29.5	34.4	32.2
Urban	16-24_yrs	52.5	46.5	49.6
	25-34_yrs	43.5	44.7	44.2
	35-54_yrs	37.8	43.8	41.3
	55-64_yrs	34.7	40.7	38.5
	65+_yrs	35	31.8	32.6
	Total	43.8	44.4	44.2
Rural	16-24_yrs	25.6	31.7	29.1
	25-34_yrs	24.8	31.2	28.5

Area of residence	Age group	Average number of hours Actually worked		Total
		Female	Male	
	35-54_yrs	23.5	30.4	27.2
	55-64_yrs	21.5	26.3	24
	65+_yrs	21.1	22.3	21.8
	Total	24.1	30.5	27.7

Source: Labour Force Survey, 2017

Table 31 and figure 28 show the average number of hours usually worked per week at main job by occupation group, urban/rural and by sex. The results in figure 28 show that, in general female average number of hours usually worked per week regardless of the occupation group type is lower than that of male. Specifically, female average hours usually worked per week is much lower than that of male counterparts in three occupations namely the plant and machine operator and assemblers (36hours against 55 hours respectively), service and sales workers (41 hours against 52 hours respectively) and the Craft and related trades workers (35 hours against 43hours respectively). In skilled agricultural, forestry and fishery occupation which is the main occupation of majority of Rwandans, the observed difference in average hours usually worked per week between female and male is relatively low and in favor of male (30 hours for female against 34 hours for male).

When the area of residence is considered, it should be noted that in urban areas female average hours usually worked per week is slightly higher than that of male only in elementary occupations (51 hours against 49 hours respectively) while in rural area the female average hours usually worked per week is slightly higher than that of male in technicians and associate professionals occupations (45 hours against 40 hours respectively) as well as managerial occupations (50 hours against 48 hours respectively). It is worth noting that, female in urban area usually work on average more hours than their peers in rural area and the same pattern is observed among their male counterparts.

Figure 28: Average number of hours usually worked per week at main job by sex, occupation group, and urban/rural

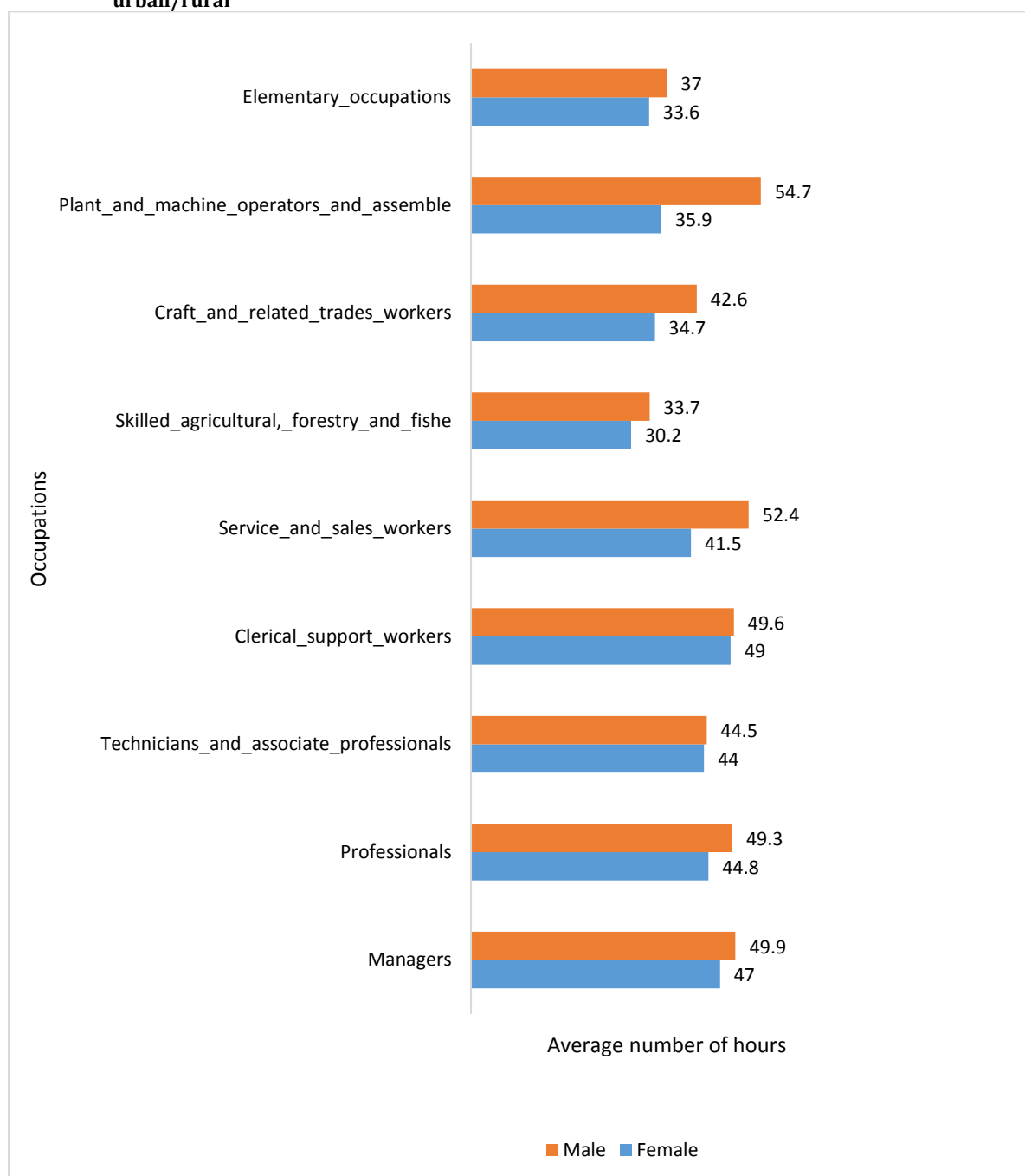


Table 31: Average number of hours usually worked per week at main job by sex, occupation group, and urban/rural

Area of residence	Occupation	Average number of hours Usually worked		Total
		Female	Male	
Rwanda	Managers	47	49.9	48.9
	Professionals	44.8	49.3	47.7
	Technicians_and_associate_professionals	44	44.5	44.3
	Clerical_support_workers	49	49.6	49.3
	Service_and_sales_workers	41.5	52.4	46.9
	Skilled_agricultural,_forestry_and_fishe	30.2	33.7	32.3

Area of residence	Occupation	Average number of hours Usually worked		Total
		Female	Male	
	Craft_and_related_trades_workers	34.7	42.6	40.8
	Plant_and_machine_operators_and_assemble	35.9	54.7	53.8
	Elementary_occupations	33.6	37	35.4
	Total	36.1	42	39.4
Urban	Managers	46.3	50.3	48.9
	Professionals	45.8	49.9	48.5
	Technicians_and_associate_professionals	43.7	46.6	45.6
	Clerical_support_workers	49.8	50.4	50
	Service_and_sales_workers	50.8	58.6	54.4
	Skilled_agricultural_forestry_and_fishe	37.9	39.1	38.8
	Craft_and_related_trades_workers	42.1	45.4	44.6
	Plant_and_machine_operators_and_assemble	45.1	57.2	56.6
	Elementary_occupations	51.3	48.9	50.2
	Total	49.6	51.3	50.5
Rural	Managers	50.2	48.2	49
	Professionals	44	48.6	46.8
	Technicians_and_associate_professionals	44.6	40.4	41.8
	Clerical_support_workers	45.6	45.8	45.7
	Service_and_sales_workers	34.6	48.7	42
	Skilled_agricultural_forestry_and_fishe	29.9	33.3	31.9
	Craft_and_related_trades_workers	31.1	41.3	39
	Plant_and_machine_operators_and_assemble	25.8	51.3	49.9
	Elementary_occupations	29.3	34.7	32.2
	Total	31	38.4	35.1

Source: Labour Force Survey, 2017

Table 32 and figure 29 show the average number of hours actually worked per week at main job by occupation group, urban/rural and by sex. The results show that, the same pattern is observed as in the case of average number of hours usually worked per week, where in general, female average number of hours actually worked per week regardless of the occupation is lower than that of male. Specifically, in figure 29, female average hours actually worked per week is much lower than that of male counterparts in three occupations namely the plant and machine operator and assemblers (29 hours against 43 hours respectively), service and sales workers (36 hours against 46 hours respectively) and the managers (39 hours against 47 hours respectively). In skilled agricultural, forestry and fishery occupation which is the main occupation of majority of Rwandans, the observed difference in average hours actually worked per week between female and male is relatively low (24 hours for female against 29 hours for male).

When the area of residence is considered, it should be noted that in urban areas, female average hours actually worked per week compared to the male follow the same pattern as at national level, while in rural area the female average hours actually worked per week is slightly higher than that of male in technicians and associate professionals

occupations (39 hours against 36 hours respectively) as well as clerical support workers occupations (44 hours against 36 hours respectively). It is worth noting that, female in urban area usually work on average more hours than their peers in rural area and the same pattern is observed among their male counterparts.

Figure 29: Average number of hours actually worked at main job during reference week by sex, occupation group, and urban/rural area

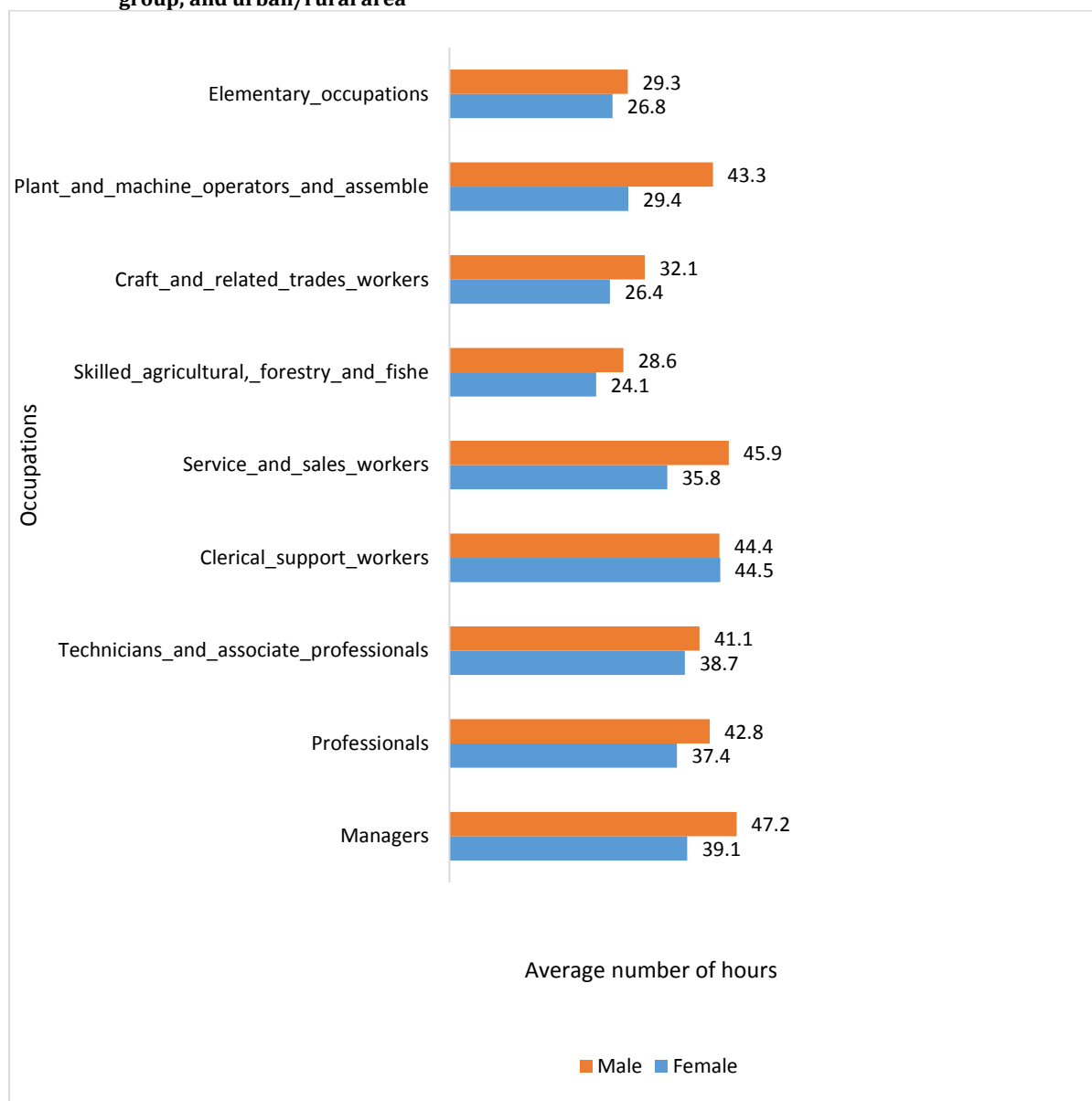


Table 32: Average number of hours actually worked at main job during reference week by sex, occupation group, and urban/rural area

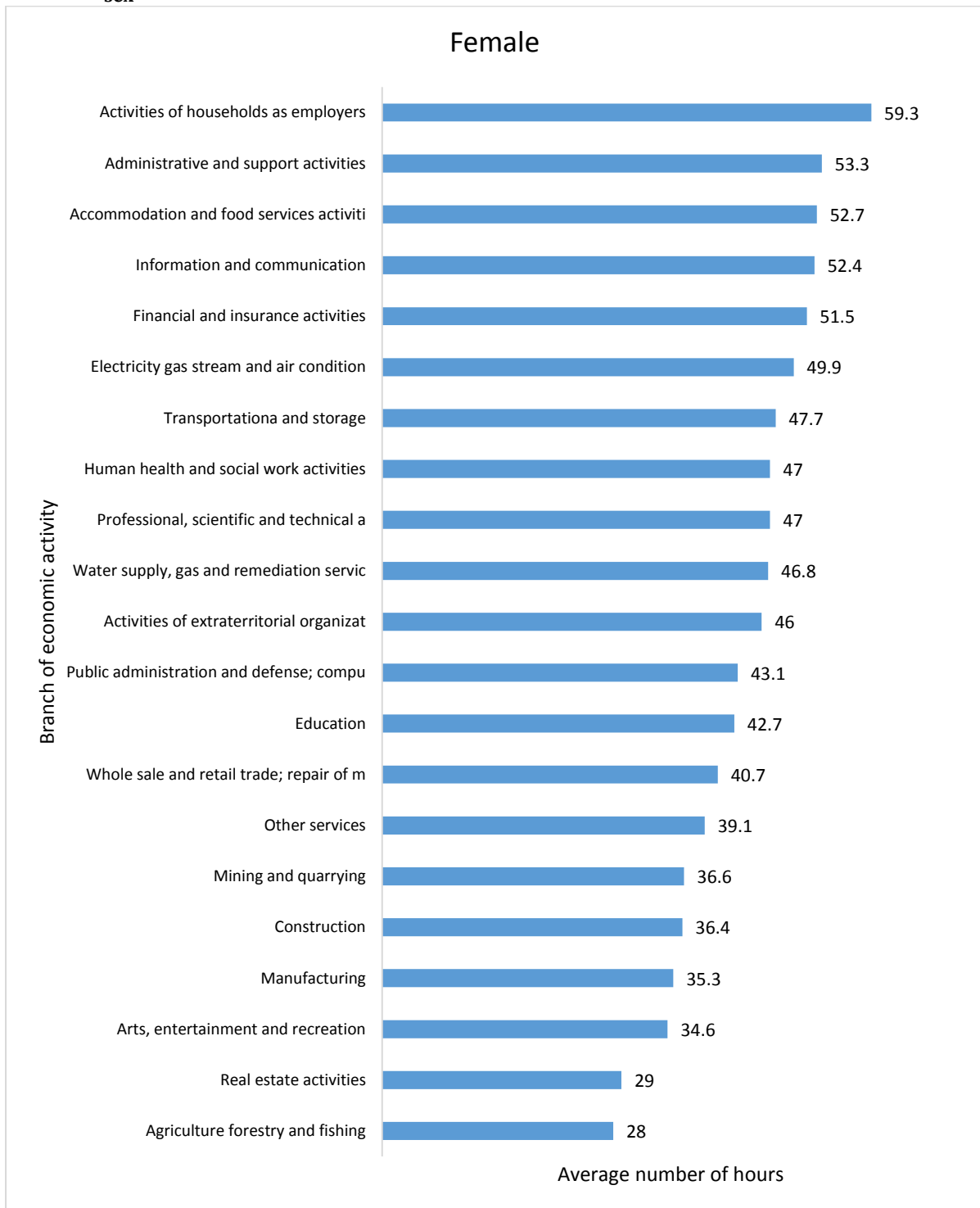
Area of residence	Occupation	Average number of hours Actually worked		Total
		Female	Male	
Rwanda	Managers	39.1	47.2	44.2
	Professionals	37.4	42.8	40.8
	Technicians_and_associate_professionals	38.7	41.1	40.3
	Clerical_support_workers	44.5	44.4	44.4
	Service_and_sales_workers	35.8	45.9	40.9

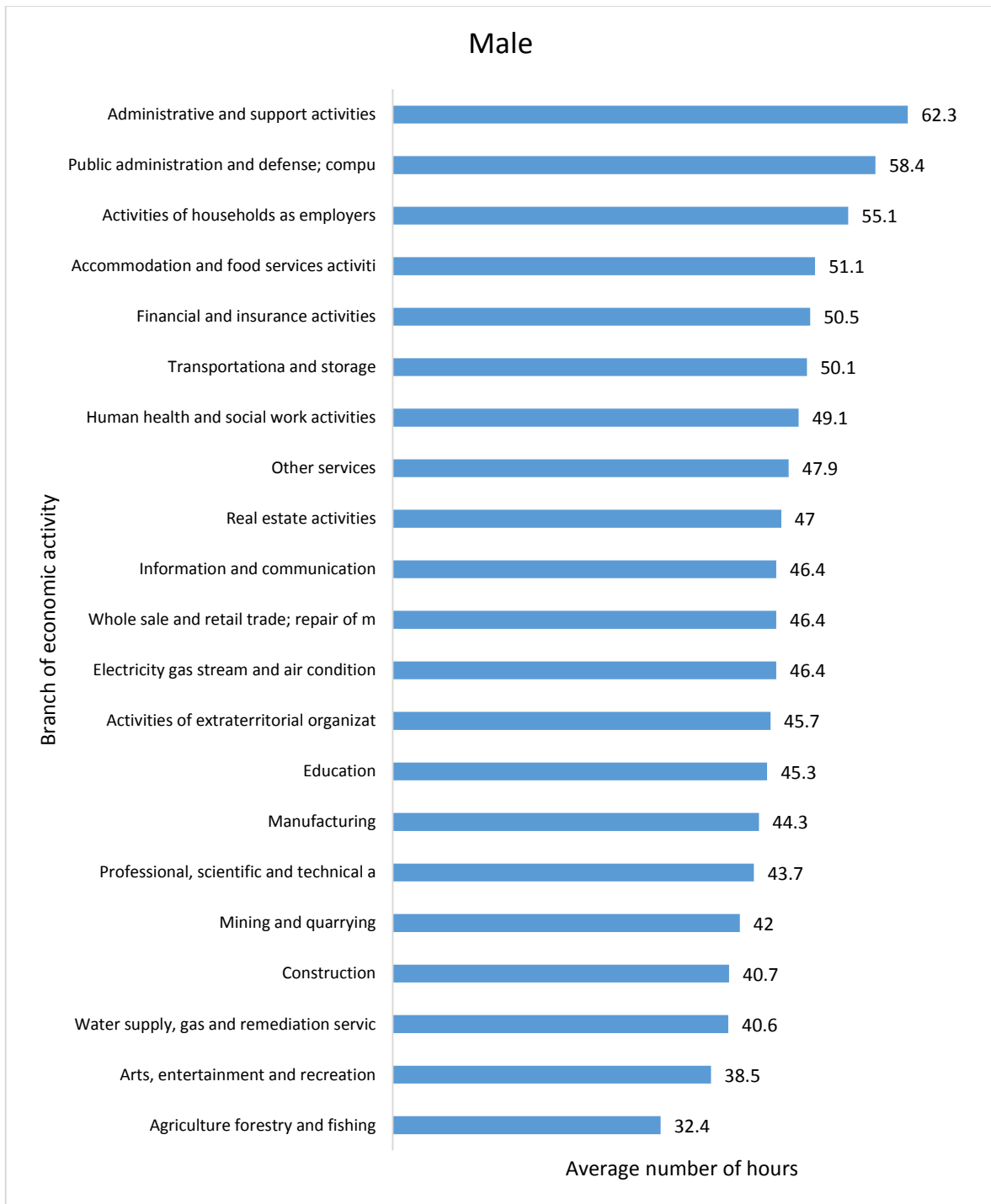
Area of residence	Occupation	Average number of hours Actually worked		Total
		Female	Male	
	Skilled_agricultural,_forestry_and_fishe	24.1	28.6	26.7
	Craft_and_related_trades_workers	26.4	32.1	30.8
	Plant_and_machine_operators_and_assemble	29.4	43.3	42.6
	Elementary_occupations	26.8	29.3	28.1
	Total	29.5	34.4	32.2
Urban	Managers	39.8	47.2	44.6
	Professionals	39.6	44	42.5
	Technicians_and_associate_professionals	38.7	43.5	41.9
	Clerical_support_workers	44.5	46.1	45.2
	Service_and_sales_workers	44.3	52.6	48.1
	Skilled_agricultural,_forestry_and_fishe	32.8	34.2	33.8
	Craft_and_related_trades_workers	34.4	36.9	36.3
	Plant_and_machine_operators_and_assemble	37.1	45.5	45.1
	Elementary_occupations	46.3	41.8	44.2
	Total	43.8	44.4	44.2
Rural	Managers	36.1	46.8	42.5
	Professionals	35.5	41.4	39.1
	Technicians_and_associate_professionals	38.8	36.3	37.1
	Clerical_support_workers	44.2	35.9	41
	Service_and_sales_workers	29.5	42	36.1
	Skilled_agricultural,_forestry_and_fishe	23.6	28.1	26.2
	Craft_and_related_trades_workers	22.5	29.7	28.1
	Plant_and_machine_operators_and_assemble	20.7	40.4	39.3
	Elementary_occupations	22.1	26.8	24.6
	Total	24.1	30.5	27.7

Source: Labour Force Survey, 2017

The figure 30 presents the average number of hours usually worked per week at main job by branch of economic activity and sex. The findings show that in terms of main branch of economic activity, female average hours usually worked per week was highest in the activities of households as employers (59 hours), followed by the administrative and support activities (53 hours) and accommodation and food service activities, while for male the highest is the administrative and support activities (62 hours), followed by public administration and defense (58 hours) and the activities of households as employers (55 hours). The lowest for both female and male is the skilled agriculture, forestry and fishery.

Figure 30: Average number of hours usually worked per week at main job by branch of economic activity and sex

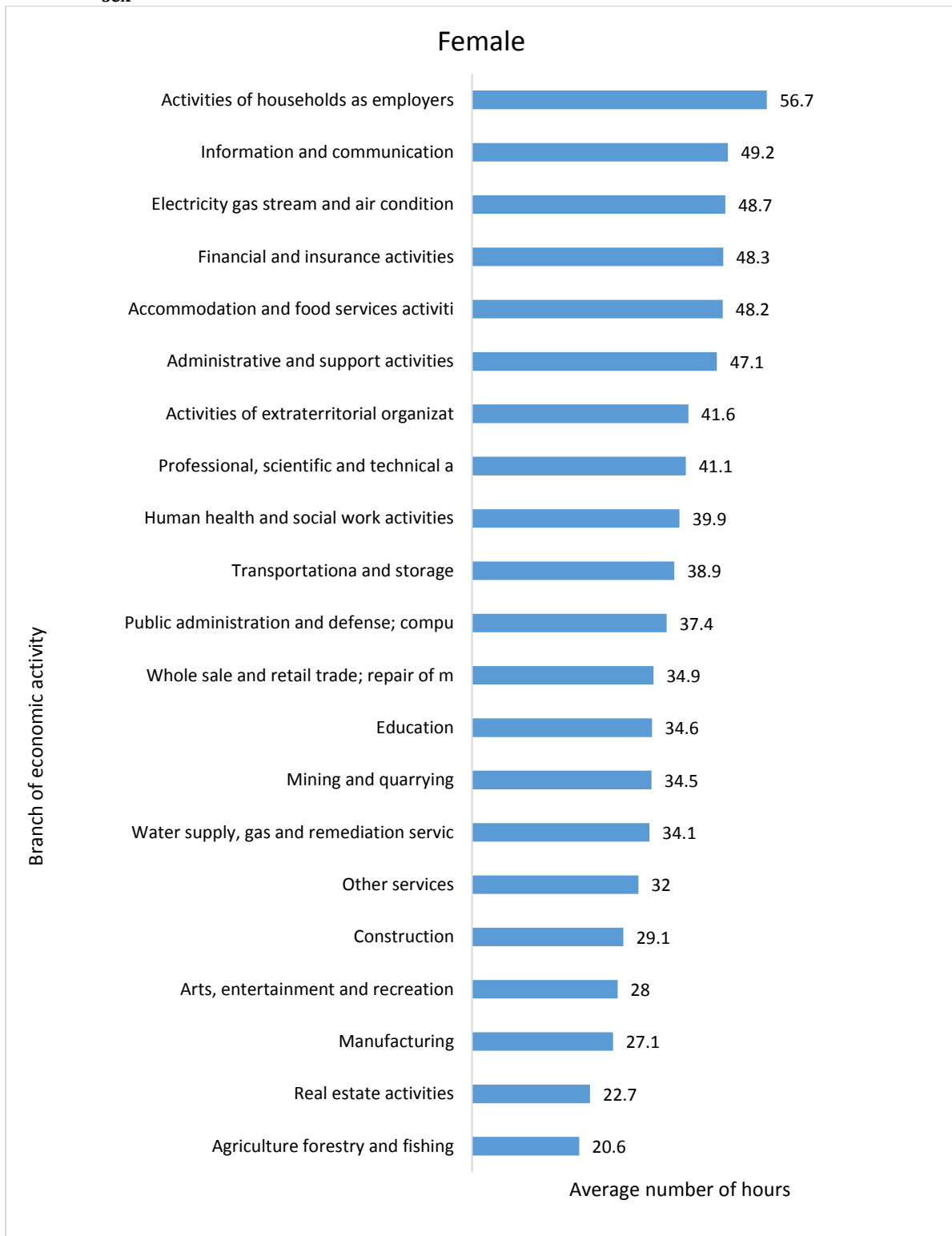


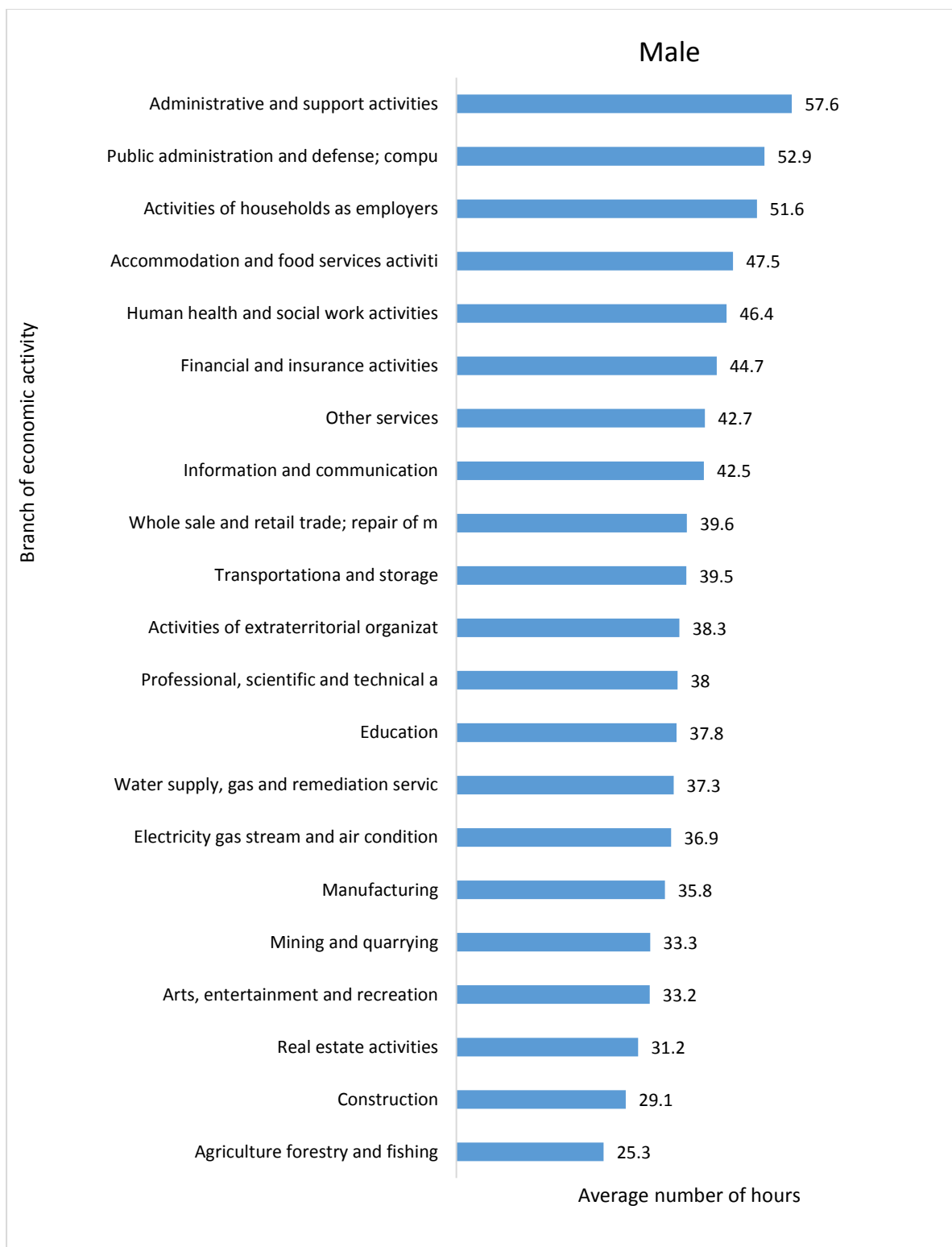


Source: Labour Force Survey, 2017

The figure 31 presents the average number of hours actually worked per week at main job by branch of economic activity and sex. The findings show that in terms of main branch of economic activity, female average hours actually worked per week is highest in the activities of households as employers (57 hours), followed by the information and communication (49 hours) and Electricity, gas stream and air condition (49 hours), while for male the highest is the administrative and support activities (58 hours), followed by public administration and defense (53 hours) and the activities of households as employers (52 hours). The lowest for both female and male is the skilled agriculture, forestry and fishery.

Figure 31: Average number of hours actually worked per week at main job by branch of economic activity and sex





Source: Labour Force Survey, 2017

Figure 32 and table 33 show the percentage distribution of employed population by hours usually worked per week at all jobs by urban/rural area and sex. The percentage of female working 1 to 24 hours per week was 31% measured in terms of usual hours worked compared to 21% of male, while the percentage of female working 41-48 hours per week was 14% compared to 18% of male.

The percentage of female working long hours (above 48 hours per week) was about 11% when measured in terms of usual hours of work compared to 16% of male. Excessive hours of work are defined as usual hours of work more than 48 hours per week at all jobs. Very long or excessive hours of work is a threat to physical and mental health, interfering with the balance between work and family life, reducing productivity and often signaling an inadequate hourly pay. The data show that male workers are affected relatively more by excessive hours of work than female workers.

When the area of residence is considered, it should be noted that in urban areas, majority of female and male were working long hours (49-61 hours) when measured in terms of usual hours of work per week (21% of female against 23% of male), while in rural areas, majority of female and male were working fewer hours (1-24 hours) per week (38% of female against 26% of male). Female working 49-61 hours (excessive hours) per week in rural area were only 67% which twice as low as compared to their male counterparts 13%.

Figure 32: Percentage distribution of employed population by hours usually worked per week at all jobs, urban/rural area by sex

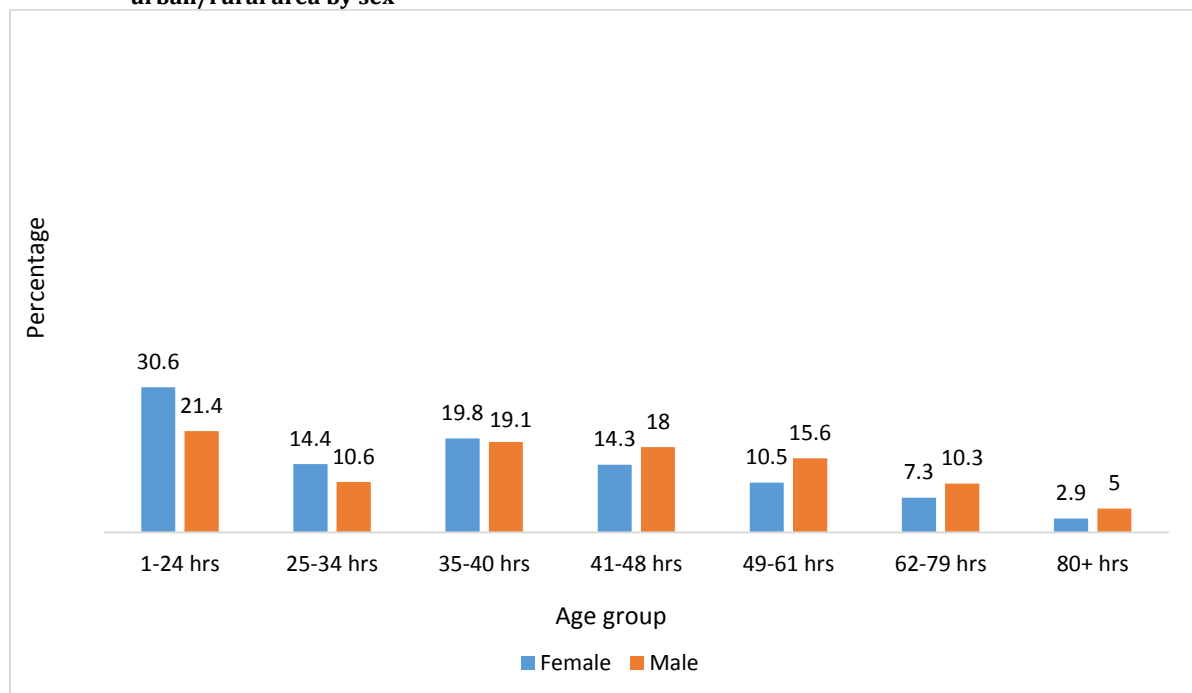


Table 33: Percentage distribution of employed population by hours usually worked per week at all jobs, urban/rural area by sex

Area of residence	Usually working hours	Sex		Total
		Female	Male	
Rwanda	1-24 hrs	30.6	21.4	25.5
	25-34 hrs	14.4	10.6	12.3
	35-40 hrs	19.8	19.1	19.4
	41-48 hrs	14.3	18	16.4
	49-61 hrs	10.5	15.6	13.4
	62-79 hrs	7.3	10.3	9
	80+ hrs	2.9	5	4.1
	Total	100	100	100
Urban	1-24 hrs	11.7	9.7	10.6
	25-34 hrs	6.4	5.3	5.7
	35-40 hrs	13.3	13.8	13.6
	41-48 hrs	21.1	21.7	21.4
	49-61 hrs	21.2	23.3	22.4
	62-79 hrs	19	16.9	17.8
	80+ hrs	7.2	9.4	8.4
	Total	100	100	100
Rural	1-24 hrs	37.8	25.9	31.1
	25-34 hrs	17.4	12.6	14.7
	35-40 hrs	22.3	21.1	21.6
	41-48 hrs	11.8	16.6	14.5
	49-61 hrs	6.5	12.7	9.9
	62-79 hrs	2.9	7.8	5.7
	80+ hrs	1.3	3.3	2.4
	Total	100	100	100

Source: Labour Force Survey, 2017

